

## Daylight savouring time

Photographer Kevin Kelly caught some evidence of the last gasp of summer on campus at the bike rack of the Medical Sciences Building and further along the southern curve of King's College Circle in front of Convocation Hall. Now that Thanksgiving's over, the next statutory Monday holiday is May 23.



## Street signs will define University area

## Family fun's the aim of U of T Day

by Patrick Donohue

"Fantastic" is the word organizers are using to describe U of T Day, which is to be held on Saturday, Oct. 24. Virtually all major departments are participating in the University's big party for the city. An elaborate plan for decoration and entertainment will turn

the St. George campus into the setting for a fall fair.

One of the new features of the second U of T Day will be an expanded program for children. While parents are viewing exhibits of interest to them, their kids can enjoy the fun fair on the back campus. The many activities will include a mummy-wrap race, face-painting, frisbee-throwing, magic shows, puppet shows and performances by Shriners clowns.

Also for children, many open houses are including such special features as colouring centres and tours given by life-sized cartoon characters. And several exhibits will deal with family-

related topics: choosing a computer for your child, reading to pre-schoolers and helping children to be less afraid of the doctor and the dentist.

Children and adults will be intrigued by Zeb, a robot that will stroll around the campus dressed in a tuxedo handing out balloons and making announcements. Where did Zeb originate and how he is connected to U of T? The "fun committee" won't tell.

## Street clowns

Thanks to this committee, the campus will be enlivened by strolling musicians, mimes, clowns and town criers. There will be street theatre and jousting by the

Society for Creative Anachronism. A hot-air balloon is sure to be a focal point. Balloons and streamers will transform St. George Street into a mall closed to traffic. But food trucks will be allowed in to supplement the refreshments available at many other campus locations. Last year's barbeque on the steps of the Medical Sciences Building will be replaced by the world's first "pizaque".

In keeping with the fall fair theme, the U of T Women's Association is holding a display and sale at the gift shop in Simcoe Hall. More than 30 artists have contributed pottery, jewelry, maple sugar, candles, stuffed

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## Policy on hiring without gender bias is still being negotiated with UTFA

by George Cook

The draft policy and procedures on academic appointments — which includes provisions for avoiding gender bias in hiring — will be the subject of further negotiations between the University and the faculty association, prior to presentation to the Academic Affairs Committee this spring, Provost Jean Foley says.

While the provision relating to the elimination of gender bias has been the subject to a good deal of discussion on campus, the new policy deals with many other important matters, all of which will be the subject of consultation and study in the months ahead, Foley added.

The University administration and the faculty association concluded a preliminary round of negotiations on revisions to the policy and procedures last spring. The draft policy was further revised over the summer and has been widely circulated on campus. It is on the agenda of the Oct. 15 meeting of prin-

cipals, deans, directors and chairs.

The draft contains sections dealing with academic hiring in general, the probation period, criteria for granting tenured appointments, appeals against the denial of tenure, termination of tenured appointments, contractually limited term appointments and new or revised categories of appointment — University Professors, special lecturers and tutors.

The document proposes the following means of eliminating gender bias and increasing the number of appointments among members of the under-represented sex:

- The search committee would recommend the candidate of the under-represented sex for appointment if the qualifications of the leading candidate of the other sex were not demonstrably better.
- Search committees would consist of no fewer than four members of the

hiring division or department, with at least one and preferably two faculty members of each sex. Where it was impossible to place members of the under-represented sex on the committee, members of that sex from other departments could serve. If this representation requirement could not be met, the provost would be empowered to appoint a non-voting assessor from the under-represented sex from a list agreed upon with the faculty association.

- The search committee would be required to notify the relevant division head of its decisions and, if there were no female candidate on the short list, the omission would have to be explained and the curricula vitae of the female applicants forwarded.
- Letters sent to departments at other universities advertising a position should request candidates of the under-represented sex.



New minister Lyn McLeod

## New minister for MCU

Lyn McLeod, who earned an honours degree in psychology as a part-time student at Lakehead University and then a master's degree, has been named minister of colleges and universities for Ontario.

McLeod was a member of the Thunder Bay Board of Education from 1968 to 1985 and received an award from the Ontario Secondary School Teachers' Federation for her contributions to secondary education. She also received an award from the Ontario Public School Teachers' Federation for

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# U of T Day a fall fair plus

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animals and woven, quilted, crocheted and knitted goods.

This year, students will be more visible on U of T Day. Volunteers have come forward from all faculties and years, says Karel Swift, director of the office of student awards and convener of the student activities committee. The students will join alumni in teams of balloon-blowers, information booth staffers and general go-fers.

But the students will also demonstrate what university is all about — learning. At the suggestion of Ellen Ladowsky, president of the Students' Administrative Council, students in the Innis College cinema studies program will conduct seminars open to the public. Other programs are expected to hold similar classroom experiences for visitors.

Medicine will be participating in a big way this year. In honour of the 100th anniversary of the faculty's joining U of T, there will be 32 exhibits — on everything from organ transplants to psychiatry — taking up some 10,000 square feet and involving 200 volunteers.

## Medical lectures

Nine lectures in the auditorium of the Medical Sciences Building will deal with topics sure to catch the public's attention. Some lecture titles are: "Newer Concepts in the Treatment of Arthritis: The Role of Stress, Diet and Hormones", "Anorexia Nervosa and Bulimia: Addictions to Thinness", "Fibre: Historical, Dietary or Moral?", "Future Hope for Alzheimer's and Lou Gehrig's Diseases", "Technology for the Elderly", and "Exercising Your Bad Back". At 2.30 p.m. AIDS will be discussed in a forum from the points

of view of preventive medicine and the law.

Carrying on in the style that made library and information science a major attraction last year, the faculty will bring back such popular events as starting to search your family tree. Among several new lecture topics this year is "What Are Your Old 78's Worth?" Visitors to the library will be able to try out FELIX, the new on-line cataloguing system.

And of course, engineering's eye-popping open house will attract the usual overflow crowds. In addition to favourite exhibits such as the SLOWPOKE reactor and the flight simulator, the engineers promise such amazing phenomena as a paper dart flying at 400 mph, a laser that enables visitors to hear dust fall and a robot chasing a flashlight.

Of special interest to business people will be the management studies free seminars on franchising, start-ups and entrepreneurship and industrial relations' panel discussion on the implementation of pay and employment equity.

Highlights of the day for arts and science will be talks by prominent U of T professors and researchers. Ian Shelton will discuss his discovery of the Supernova named after him. Barney Gilmore, recently named Canadian professor of the year, will lecture on psychology. Dennis Duffy will talk about how to write a successful essay in the humanities. One of U of T's best known professors, the late Marshall McLuhan, will be featured in three separate video interviews at the McLuhan Program in Culture & Technology.

In the East and West Halls of University College, visitors to the Humanities Fair can pore over the Records of Early English Drama to find out about medie-

val theatre in England. They'll also discover the secrets of the cuneiform inscriptions of the great kings of Mesopotamia and get to know some of the fascinating characters in the *Dictionary of Canadian Biography*. The fair will include contests, prizes and experiments for visitors to take part in. As part of the fair, the Centre for Medieval Studies will demonstrate the calligraphy and gold-embossing techniques of a medieval scriptorium.

## Book sales

Book sales will lure bibliophiles to college sales at Trinity and Woodsworth and the Bookroom's sale at the Graduate Students' Union.

Cultural attractions of the day will include student ensembles in the lobby of the Edward Johnson Building, a carillon concert, performances by the Hart House Chorus and the Hart House Singers, a PLS presentation of *Robin Hood* in front of Hart House and 16th-century music in the rotunda of Knox College. The Blue and White Alumni Band will entertain at the hospitality tent on the front campus and the Engineering Stage Band will welcome visitors to the Galbraith Building. Undoubtedly all visitors will at some point encounter the peripatetic Lady Godiva Memorial Band.

The athletic centrepiece of the day, the Homecoming football game at 2 p.m., will pit the Blues against the McMaster Marauders. (Pre-game and half-time antics will be provided by Shriners clowns.) Other sports activities will include a women's basketball game, the annual Boozie Brown game at St. Mike's, a men's soccer game and an alumni swimming and diving meet. Not to be missed is the Erindale croquet tournament on the front campus at 11.30 a.m.

The celebrations begin, as usual, with the Homecoming float parade leaving Devonshire Place at 10 o'clock with grand marshal Art Eggleton, Toronto's mayor. Following the parade's arrival at King's College Circle at about 11 o'clock, opening ceremonies will include the unveiling by Eggleton of a model of one of the new street signs for the St. George campus.

Those signs will act as permanent reminders to Torontonians and visitors that U of T is an area of special interest within the city — a fact that thousands of U of T Day visitors will have already discovered.

# MCU changes

Continued from Page 1

her contributions to elementary education. She was appointed to the Board of Governors of Lakehead in 1986.

T.A. Brzustowski, a former professor of mechanical engineering and vice-president (academic) and provost of the University of Waterloo, has been named deputy minister of MCU.

David Cameron, former vice-president (institutional relations) at U of T, has become deputy minister of inter-governmental affairs, a position that reports directly to Premier David Peterson.

Chaviva Hosek, on leave from the English department at U of T, has been named minister of housing.

Dr. Martin Barkin, former president of Sunnybrook Hospital and a professor of health administration at U of T, has become deputy minister of health.

## Search committee

# Ophthalmology chairman

A search committee has been established to recommend a professor and chairman of the Department of Ophthalmology. Members are: Dean John H. Dirks, Faculty of Medicine (chairman); Doctors William P. Callahan, Department of Ophthalmology, St. Michael's Hospital; William S. Dixon, Department of Ophthalmology, Sunnybrook Medical Centre; Brenda L. Gallie and Donald J. Morin, Department of Ophthalmology, Hospital for Sick Children; Martin J. Hollenberg, associate dean, research, Faculty of Medicine; Alan R. Hudson, Department of Surgery, St. Michael's Hospital; Jeffrey J. Hurwitz, Department of Ophthalmology, Mount Sinai Hospital; Bernard Langer, Department of Surgery; A.H. Melcher, associate dean, Division IV, School of Graduate Studies; and James A. Sharpe, Departments of Medicine and Ophthalmology, Toronto Western Hospital; and W. Vickery Stoughton, Toronto Hospital Corporation.

The committee would welcome nominations or applications. These may be submitted, preferably in writing, to the chairman or to any member of the committee.



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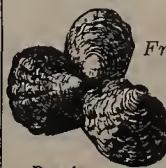
## The Faculty Club

# "Oyster Night"

Friday, November 6, 1987

Reception  
Main Lounge 6:30 p.m.

Oyster Buffet  
Main Dining Room  
7:30 - 9:30 p.m.



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Members and guests only

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# Lessons in political science for rookie MPPs

by George Cook

The School of Continuing Studies has made it a little easier for new members of the Ontario legislature to find their ways in the corridors of power.

About 35 MPPs attended a specially designed, day-long series of seminars at Hart House Oct. 7, organized by continuing studies and members of the Department of Political Science. In the morning, the legislators — most of them members of the greatly expanded Liberal caucus — participated in discussions dealing with their effective participation in the political process and the effective use of the media. They also considered the similarities and differences between the Ontario legislature and those elsewhere. The afternoon sessions dealt with the division of powers between the federal government and the provinces and the relationship of the Legislature to the provincial civil service.

Professors Ron Blair, Al Johnson, Peter Silcox, Grace Skogstad, Nelson Wiseman and Graham White of political

science at U of T, Professor David Cameron, visiting from Dalhousie University, and Claude DesRosiers, clerk of the legislative assembly, led the discussions. A panel of journalists from radio, television and newspapers, members of the Queen's Park press gallery, took part in one of the sessions.

Jacquelyn Wolf, director of continuing studies, said consideration would now be given to providing some additional services to members of the legislature, such as occasional seminars on issues of public policy. Some decisions regarding further initiatives will be made in the next several weeks.

Wolf said the participants were particularly concerned with the role of the average MPP in the legislative process. "It's just an awfully big crowd on the government side of the house, so I think they were interested in particular in those sessions dealing with the effective role of the backbencher."

The day, a first in Canada, was also intended to acquaint new MPPs with each other and with the University. In remarks before lunch Governing Council chairman St. Clair Balfour and former vice-president David Cameron (who takes up his new duties as Ontario's deputy minister of intergovernmental affairs today) said they hoped the day's seminars would help strengthen the links between the University and Queen's Park.

## Wide range

The day's participants expressed a wide range of views on university affairs.

MPP Carman McClelland (Liberal — Brampton North) said that although there is no university in his riding, the issues concern him because many of his constituents are university students or potential students. "It's part of my responsibility to meet their needs." The new provincial government is committed to preserving the "rich tradition and heritage" of Ontario's universities. He said he thinks that the dialogue between the government and the universities will continue and that long-term planning will receive greater attention in the years ahead.

MPP Mike Ray (Liberal — Windsor-Walkerville) said no university should receive special treatment from the province. The older Ontario universities, such as U of T, Queen's and Western, must make a greater effort to build on the strengths and resources of their home communities.



New members of the provincial legislature discuss the role of the backbencher with (left to right) Professors Peter Silcox and Grace Skogstad of the Department of Political Science and Visiting Professor David Cameron of Dalhousie University.

"Who says excellence has to occur only in Toronto?" Ray asked. The University of Windsor is in closer proximity than U of T to several large American universities and is therefore in a better position to achieve high standards in the field of Canadian-American relations. Queen's should take advantage of the federal and provincial prisons in its vicinity to study criminology. "The things Toronto can do best, its university should be funded for," he said.

MPP Murad Velshi (Liberal — Don Mills) said he believes the universities are always viewed sympathetically. "Even when there's a problem I think one tends to look at it a little deeper to find out why it's there, rather than being critical."

Velshi, who spent a year at U of T studying political science in order to familiarize himself with the Canadian political system, said he thinks Canadian students should be more active in politics than they are. "I don't think students here are politicized enough. When you look at Japan, Korea or Burma, students somehow tend to play a greater role. Our students get out of university and then go into politics. In some other countries, they create politics."

Velshi said he welcomes student activism at Queen's Park. "I think that's the nice part of this country. You can spot a problem long before it blows up. I come from South Africa and spent 10 years in Kenya, so I've seen the extreme form of government. There is nothing like this, where you can come to Queen's Park and say what you want, as you want."



Keith Balmain

## Balmain to head Research Board

Professor Keith Balmain of the Department of Electrical Engineering has been named chair of the Research Board, succeeding Geraldine Kenney-Wallace, who has become chair of the Science Council of Canada.

Balmain came to U of T in 1966 with a PhD from the University of Illinois at Urbana. He has been chairman of the Division of Engineering Science at U of T since 1985. He served on the Research Board from 1979 to 1982 and 1984 to 1986.

His major research interest is radio antennas, especially log-periodic antennas and antennas on rockets and satellites in the ionosphere. He was named a fellow of the Institute of Electrical and Electronics Engineers this year for his contribution to the understanding of how radio antennas work on spacecraft in the ionosphere.

## Burrow to give Alexander Lectures

University College has announced the following appointments to the Alexander lectureship: Professor John Burrow, Winterstoke Professor of English at the University of Bristol, 1989; Professor John Fraser, Munro Professor of English at Dalhousie University, 1990; Professor Mary Jacobus, Department of English, Cornell University, 1991; Peter Conrad, Student of Christ Church, Oxford, 1992.

The Alexander lectures for 1987 will

be delivered by Professor Inga-Stina Ewbank of the University of Leeds. Professor Ewbank will speak on "The Word and the Theatre: Strindberg, Ibsen and Shakespeare" between October 19 and 22.

The Alexander lecturer for 1988 will be Professor Christopher Ricks of Boston University, former King Edward VII Professor of English at the University of Cambridge, who has taken as his topic "Allusion".

## Four Nobel laureates to speak in neuroscience lecture series

To celebrate the inauguration this year of a PhD program in neuroscience, a series of lectures by four Nobel laureates in the neurosciences will be held at U of T. This is believed to be U of T's first speakers' series given exclusively by Nobel laureates, says Professor Ted Petit of psychology, chairman of the program.

The first three speakers in the series,

the years in which they won the Nobel, and the dates of their U of T lectures are: Gerald M. Edelman (1972), October 21; Allan M. Cormack (1979), January 6; Rosalyn Yalow (1977), March 23. The date of the lecture by David Hubel, who won the Nobel in 1981, has yet to be announced.

Edelman's lecture, "Cell Adhesion Molecule in the Regulation of Animal Form and Tissue Pattern", will begin at 4 p.m. in the auditorium of the Medical Sciences Building.

The program in neuroscience involves 12 graduate departments: anatomy, biochemistry, clinical biochemistry, dentistry, medical biophysics, pathology, pharmacology, pharmacy, physics, physiology, psychology and zoology. Petit says that several more departments have indicated their intention to participate.

Describing the brain as the "last frontier", Petit said that the involvement of more than 100 faculty members will increase the general research power of the program.



## Polanyi to lecture on Nobel research

At 8 p.m. on Oct. 25 at Convocation Hall Professor John Polanyi of the Department of Chemistry will give his final lecture on the work that led to his 1986 Nobel Prize. Entitled "The Molecular Dance in Chemical Reactions — and Why It Matters", the event is sponsored jointly by the Royal Canadian Institute and the University.





## The Delta Chelsea Inn

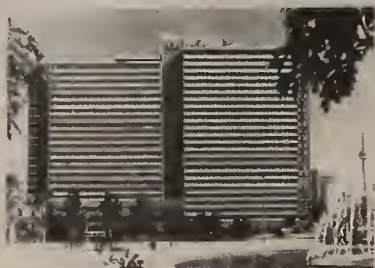
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## UNITED WAY RAFFLE PRIZE DONOR

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## COMING EVENTS

**WEDNESDAY, OCTOBER 14TH, NOON**  
**JOSEF SKVORECKY** - a lunchtime reading from  
"THE MOURNFUL DEMEANOUR OF LIEUTENANT BORUVKA"  
In the 3rd floor lounge overlooking the Great Hall

**THURSDAY, OCTOBER 15TH, 1 PM - 2:30 PM**  
**DAVID SUZUKI** - autographing  
"METAMORPHOSIS: STAGES IN A LIFE"  
In the Great Hall of the Bookroom

**TUESDAY, OCTOBER 20, 4:30 PM**  
**ROCH CARRIER** - reading from  
"HEARTBREAKS ALONG THE ROAD"  
In the 3rd floor lounge overlooking the Great Hall

**SATURDAY, OCTOBER 24TH, 1 pm**  
**U of T DAY**

**HOW TO WRITE CANADA**  
A talk with editors and contributors to  
"THE HISTORICAL ATLAS OF CANADA" &  
"THE ILLUSTRATED HISTORY OF CANADA"  
In the 3rd floor lounge overlooking the Great Hall

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In the 3rd floor lounge overlooking the Great Hall

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## PHD ORALS

Please contact the PhD oral examinations office at 978-5258 for information regarding time and location for these listings.

**Friday, October 16**  
Christine Elizabeth Oliver, Department of Management Studies, "The Structure of Interorganizational Relations." Prof. H. Arnold.

**Tuesday, October 20**  
Malika Ehrenfeld, Department of Community Health, "Social Correlates of Technology Satisfaction and Stress among Israeli Nurses within Intensive Coronary Care Units." Prof. R.F. Badgley.

**Edward Louis George Prydzial**, Department of Biochemistry, "Molecular Aspects of the Interaction between Factor B and the Third Component of Complement." Prof. D. Isenman.

**Friday, October 23**  
Kathryn Elizabeth Asbury, Department of Sociology, "Embedded Social Control: A Study of the Apartment Superintendent." Prof. P.J. Giffen.

**Daniel Frank Chamberlain**, Centre for Comparative Literature, "Figures and Facets of Narrative Perspective in Fiction." Prof. M.J. Valdés.

**Nathan M. Stubina**, Department of Metallurgy & Materials Science, "The Removal of Magnesium and Silicon from Aluminum-Based Melts." Prof. J.M. Toguri.

**Monday, October 26**  
Peter Chong-Ho Kim, Department of Physics, "Production and Decay of D and D\* Mesons." Prof. J.D. Prentice.

**Ivan John Sadowski**, Department of Medical Biophysics, "Non-catalytic Domain of the V-pps Tyrosine Kinase: Directs Interaction with Critical Host Proteins." Prof. A. Pawson.

**Tuesday, October 27**  
Maureen Rosemary Courtney, Department of Education, "Music and Language: A Theory of the Influence of Aural Perception on Language Development and Reading." Prof. H. Russell.

**Henry Cornelius Joseph Seywerd**, Department of Physics, "Observation of Charmed Baryons in e+e- Annihilations at 10 GeV Center of Mass Energy." Prof. J.D. Prentice.

**Wednesday, October 28**  
Janis Anne McKenna, Department of Physics, "Production and Decay of D and D\*." Prof. J.D. Prentice.

## PERSONNEL NEWS

**Pension Contribution - Administrative Staff (Non-unionized)**  
This is a reminder that the 12-month pension contribution holiday granted to administrative staff who were members of the pension plan on July 1, 1986 ends Sept. 30.  
Effective with the October pay, employee pension contributions will be deducted from all administrative staff who are members of the pension plan.

**Seminars and Courses**  
The following staff training and development programs are especially designed for University of Toronto staff. For more information and applications, please call Elaine Preston at 978-6496.

**Hiring Decision (one day)**  
How to match candidates successfully with the job: interviewing techniques and legal and policy issues that apply to hiring staff. Wednesday, Nov. 4.

**Managing Work Performance Problems (one day)**

How to handle an employee who is having problems performing on the job. Friday, Nov. 6.

**The Troubled Employee (half day)**  
How to handle an employee who is having difficulties at work because of personal problems. Friday, Nov. 13.

**Time Management (one day)**  
Use your moments meaningfully and achieve results: techniques and strategies to manage time effectively. Wednesday, Nov. 18.

**Job Openings**  
Below is a partial list of job openings at the University. The complete list is on staff bulletin boards. To apply for a position, submit a written application to the Human Resources Department. (1) Sylvia Holland; (2) Steve Dyce; (3) Varujan Charakhanian; (4) Christine Marchese; (6) Margaret Graham; (7) Sandra Winter; (8) Dagmar Mills; (9) Janice Draper.

**Administrative Assistant I** (\$21,330 - 25,100 - 28,870)  
Forestry (6), Guidance Centre, one-year appointment (3)

**Annual Giving Officer** (\$27,430 - 32,270 - 37,110)  
Private Funding (6)

**Applications Programmer Analyst II** (\$25,970 - 30,550 - 35,130)  
Applied Science & Engineering (9)

**Applications Programmer Analyst III** (\$31,990 - 37,640 - 43,290)  
Graduate Studies (6)

**Art Curator** (\$30,420 - 35,790 - 41,160)  
Office of the Vice-President, Institutional Relations (6)

**Director** (\$49,400 - 61,750 - 74,100)  
Personnel Services, Human Resources (2)

**Elevator Mechanic** (\$17.76 per hour)  
Physical Plant (1)

**Furnishings Coordinator** (\$33,730 - 39,680 - 45,630)  
Physical Plant, two-year contract (1)

**Laboratory Assistant** (\$14,870 per annum - \$7.89 per hour)  
Medical Genetics, casual temporary (7)

**Laboratory Technician II** (\$21,830 - 25,100 - 28,870)  
Medicine (1), Microbiology (7)

**Landscape Foreman** (\$23,440 - 27,580 - 31,720)  
Physical Plant (1)

**Library Technician III** (\$18,632 - 19,480 - 20,360)  
Order Department, Robarts Library (send résumés to J. Feyerer, Manager, Personnel Services, Robarts Library)

**Library Technician III** (\$16,190 - 19,050 - 21,910)  
Library, Scarborough (7)

**Library Technician IV** (\$17,670 - 20,790 - 23,910)  
Library & Information Science (7)

**Personnel Officer II** (\$33,730 - 39,680 - 45,630)  
Robarts Library (send résumés to J. Feyerer, Manager, Personnel Services, Robarts Library)

**Project Administrator** (\$39,430 - 46,390 - 53,350)  
Business Information Systems, two positions (3)

**Senior Systems Auditor** (\$39,800 - 46,820 - 53,840)  
Internal Audit (1)

## Ontario offers funding for study in China

The Ontario-Jiangsu Educational Exchange will be accepting applications for study, research or teaching at post-secondary institutions in Ontario's "twin" province in China, Jiangsu province, until November 2.

The exchange is open to students, researchers and faculty members at Ontario universities and colleges. Supported by the province of Ontario and administered by the University of Toronto/York University Joint Centre on Modern East Asia, the exchange provides the funding and makes the arrangements for Ontario exchange

participants to study, research or lecture in Jiangsu.

Unlike many similar exchange programs with China, this one is not limited to specific departments. Applications are welcome from students or faculty affiliated with any department. Some courses are taught in English, including acupuncture and business.

Jiangsu province is located in east-central China. For more information, interested parties should contact the Ontario-Jiangsu Educational Exchange office at 978-7474.



## NOTEBOOK

A handful of eagle-eyed *Bulletin* readers noticed that the picture on the front page of the Sept. 28 issue showed United Way walkers carrying a U of T Day banner. "It was kind of ad hoc," explained campaign coordinator Rivi Frankle. The organizers of the walk had tried everywhere they could think of between Friday and Sunday, the day of the walk, to get a U of T banner and drawn a blank. The Department of Athletics & Recreation could supply one, but it was meant for indoor use. Not a good idea on a day that started out with hours of pouring rain. The Students' Administrative Council had one, but no one there could find it. So, in a desperation move, the U of T Day banner was pressed into service a month ahead of time and came through with flying colours (blue and white).

coordinator Eileen Barbeau is asking for suggestions for a new name for the office. (She can be reached at 978-8560.)

*That Time of the Month*, the publication of the Women's Centre and the Women's Studies Student Union, is still called *That Time of the Month*. After being criticized for perpetuating sexist stereotyping, the publishers surveyed their readers and discovered that half of them were happy with the name and many enjoyed the joke. "The power of language lies in the manner in which it is used and the connotations which are ascribed to it," says the latest issue. "Thus, if used in new contexts (and with a little humour), these phrases can be deflated of their original meaning."

Members of the University are invited to meet The Honourable Barbara



Barbara McDougall

McDougall, federal Member of Parliament from St. Paul's and Minister of State for Privatization and Minister responsible for Status of Women, at a reception Oct. 16, 4 to 6 p.m. in the Music Room at Hart House.

The same issue of *That Time of the Month* includes in a list of women's organizations at U of T Women in Toronto, the group that promoted the centenary of the admission of women to U of T in 1984. The contact person listed, Elizabeth Wilson, thought that she might have information useful to someone. Sure enough, someone did seek out information from her — a male reader looking for an introduction to an interesting woman in Toronto. That wasn't quite the service WIT had in mind.

Among donors to medical research at U of T is Ivan F. Boesky, the Wall Street trader who was assessed a heavy fine for using inside information for his own gain and is still awaiting sentencing for violating securities laws. *The Globe and Mail* spotted his name in the list of benefactors in the *University of Toronto Alumni Magazine* and inquired as to why he would be supporting U of T.

According to the Department of Private Funding, he donated \$5,000 in 1985 and 1986, probably for some personal reason. It went directly to the doctor whose research he was supporting. A much larger sum was returned to him by Princeton, but that was because the university didn't want to put his name on the building he had offered to pay for.

Department of Name Changes: What used to be the User Interface Group of the University of Toronto Computing Services is now the Information Centre. The former name, writes Don Gibson in *UTCS Computer News*, was mechanical and impersonal: "it seemed to imply that the 'user' (another less than optimal term) must somehow be folded, spindled and mutilated to conform to the machinery, and that my group must carry out the dirty work."

Now comes a bigger task: UTCS director Warren Jackson is so keen to find a new name for UTCS that he's offering a prize. The new name, he says, should reflect the organization's emphasis on networking, micro support, facility management and "the exploration of cooperative ventures with the Library." Quite a challenge there.

Services to Disabled Persons has been answering its phone as "Services to Persons with a Disability" to emphasize the individual rather than the disability. Now, in response to callers who appreciate the sentiment but object to the time it takes to express it,

Canada's new set of quintuplets doesn't have U of T degrees yet, but the University is on their pedigree. Their grandfather is Don Forgie, a retired professor of library science who directs the advanced computing laboratory at the Faculty of Library & Information Science and is helping the Faculty of Social Work to develop a social information resource centre.

The parents of the quintuplets are Kim and Lauren Forgie, both civil engineers. Kim's brother-in-law is none other than the *Bulletin's* own Patrick Donohue.

One of the eulogists at the memorial service for C.B. Macpherson last month was Northrop Frye, who remarked that as young professors the two had shared a passion for Bach and would often encounter one another at concerts in what was in their early days here "a meeting of minds rather than a collision of monuments". Macpherson, said Frye, never regarded education as a transfer of knowledge from someone who has it to someone who hasn't; he thought of students as people who know more than they think they do.

The St. Mike's newsletter reports that Father Owen Lee, professor of classics and opera fan extraordinaire,

saw 167 operatic performances during his sabbatical last year — in addition to writing a book and several articles. His Canadian and Metropolitan Opera broadcasts will begin this season with an appearance as a guest panelist during the COC production of Mozart's *Idomeneo* on CBC-FM on Nov. 7. He'll be appearing on Met broadcasts of *Les Contes d'Hoffmann* on Jan. 2, *Das Rheingold* on Jan. 16 and *Otello* on Feb. 27.



Father Owen Lee

## Research on display

A model of the Challenger rocket with Canadarm, the robot arm developed at U of T was part of the display by Metro Toronto, in partnership with U of T, York and Ryerson, at the Canadian High Technology Show, which promoted research technology as an investment opportunity for business. Left to right, Terry Boyle of the Centre for Large Scale Computation, Don Urquhart of the Innovations Foundation, Yvonne Lenz, coordinator of research relations for U of T, and Colin Holbrow of the economic development division of Metro Toronto.



ROBERT JANSZALL

## Brittle book pages create problems for librarians

During the month of October, a display entitled "Preserving the Future" at the Robarts Library will inform the University community of the preservation problem. Staff in the Department of Preservation Services routinely carry out repairs on books, but while the present staff repairs approximately 5,000 books a year, another 5,000 could use some attention.

The most pressing preservation problem in North American libraries today, says Karen Turko, head of preservation services at Robarts, is brittle books. The introduction of wood pulp in the 19th century and the addition of acid-producing chemicals to the paper-making process resulted in a paper which quickly becomes brittle, especially when exposed to fluctuations in heat and humidity. Once paper is in this state it cannot be treated to restore it to its former strength.

Encapsulation provides protection for such brittle items as maps, posters and other flat sheets of paper, guarding them against environmental factors causing further deterioration and damage caused by handling. Preservation services wants to increase significantly its current production.

Dust on books is both a health hazard to staff and users and damaging to the books. An ongoing program to clean the

collection is planned and the library is seeking funding to implement it.

If the physical format of a brittle book has to be preserved, custom-made phase boxes of acid-free materials will protect the books from wear and tear and from adverse environmental conditions until the library is able to work on them. The only real solution is to reformat those materials where it is only necessary to preserve the intellectual content. It is no longer a choice between microforms and paper, but rather between microforms and nothing, says Turko.

Books that have been filmed are routinely discarded in other institutions. The library here keeps the originals as long as they are useable. Books considered by the library to be beyond use are held for a month in the book selection area for faculty members to see.

In the US, following institutional pressure, support by government, finance and private funding for preservation is impressive, says chief librarian Carole Moore. She wants Canadian institutions to become more involved in the Canadian situation and is looking for faculty and student support in lobbying governmental and other agencies for funding to preserve the collection at U of T and in lobbying publishers to use acid-free paper.

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**U of T United Way: Doer's Profile**



Name: Hans Kunov  
Title: Professor of Electrical Engineering and Otolaryngology, Faculty of Applied Science and Engineering, and Institute of Biomedical Research  
Origins: Copenhagen, Denmark  
Why I Help: "One does not have to do remarkable things to be a significant influence. You take a young person who might end up in an undesirable situation and try to help him reach his potential. With a little bit of love, caring and friendship he will blossom."  
Favourite Charity: Big Brothers of Metropolitan Toronto  
Latest Achievement: "Helping my little brother to develop from a kid who was having difficulties in school and great troubles in life to a kid who is entering high school with acceptable grades and who can handle himself competently."  
Latest Book Read: *The Canadians*.  
Hobbies: Woodworking, and sailing

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J.H. Dirks, M.D., Dean, Faculty of Medicine, University of Toronto
- 12:10 p.m. The neutralization of common cold (rhino) viruses with antibodies and antiviral compounds**  
MICHAEL G. ROSSMANN, Ph.D.  
Purdue University, West Lafayette, Indiana
- 12:40 p.m. Steps toward a molecular biology of learning and memory**  
ERIC R. KANDEL, M.D.  
Columbia University, New York
- 1:10 p.m. Historical landmarks in coronary artery bypass surgery**  
RENÉ G. FAVALORO, M.D.  
El Salvador University School of Medicine, Buenos Aires

### FRIDAY, OCTOBER 23, 1987

- 12:00 noon The homeobox and the genetic control of development**  
WALTER J. GEHRING, Ph.D.  
University of Basel, Switzerland  
**Regulation of embryonic development by master control genes**  
EDWARD B. LEWIS, Ph.D.  
California Institute of Technology, Pasadena
- 12:40 p.m. AIDS and cancer viruses: now and tomorrow**  
ROBERT C. GALLO, M.D.  
National Cancer Institute, NIH, Bethesda  
**Human retroviruses and AIDS**  
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## Nuclear reactor gets new lease on life

# Reflector to boost the power of dwindling uranium core

by Patrick Donohue

U of T's SLOWPOKE nuclear reactor has analyzed everything from rocks and soils to feathers and gorilla dung. The reactor even helped a man convicted of murder win an appeal by proving that the hairs found at the scene of the crime were not his.

But, after 11 busy years, the SLOWPOKE is slowing down. The reactor is an improved version of the original SLOWPOKE installed at U of T in 1971. A \$178,000 grant from the Natural Sciences & Engineering Council will pay for rejuvenating surgery on this SLOWPOKE early in January. (Its name is an acronym: Safe-LOW-Power-Kritical-Experiment.)

The SLOWPOKE's declining power is due to the gradual loss of some of the reactor's uranium, explains Ron Hancock, supervisor of the facility. The uranium, in the form of thin rods or "pencils", sits in the reactor's core, submerged in a pool of 20 feet of water beneath the Haultain Building. When a key on an instrument panel is turned, a cadmium control rod withdraws from the core, allowing neutrons from the uranium to bombard samples of substances to be analyzed. The radioactive samples are brought to the surface, where measuring equipment identifies trace elements according to the varying energy levels of gamma rays they emit.

To compensate for the uranium used up, each year a layer of beryllium is added to a tray over the reactor's core. A light metal, the beryllium reflects the neutrons back into the core and concentrating their effect. That remedy can't be used forever, though. As the layers of beryllium in the tray pile up, their effectiveness diminishes.

### Reflecting collar

One solution would be to replace the uranium core of the reactor for \$500,000. U of T has opted for another measure. The NSERC grant will pay for a collar of beryllium to be placed on top of a beryllium ring now surrounding the core. The reflection provided by the new beryllium collar will give the reactor a second life.

What will make the January operation fascinating for many U of T researchers is the fact that the concrete "birthday cake" covering the pool will be removed, revealing the rarely seen core. Experts from Atomic Energy of Canada Ltd. will use long tools to install the new ring and will be insulated from the core by the water in which it sits. If Geiger counters find that parts of the core are too radioactive as they are brought to the surface, they will be left in the pool of water for up to a year to allow their radioactivity to fade. That's unlikely to be necessary, though, because the reactor's idle period during the Christmas vacation will allow the radioactivity of the core to diminish considerably.

Although the Atomic Energy of Canada workers wouldn't welcome an invasion of sightseers, Hancock would be happy to give serious visitors a chance to look inside the reactor. Energy Probe has visited the facility and given it a clear bill of health. Moreover, the amount of radiation used for the kind of research undertaken at U of T is minuscule by the standards of nuclear reactors worldwide. For example, McMaster University's nuclear reactor — 100 times more powerful than U of T's — is ranked as small by international standards. The seven SLOWPOKES in Canada are considered so safe that they are the only nuclear reactors licensed for operation without an operator present.

But could the SLOWPOKE's nuclear energy, albeit small, build up and cause



Ron Hancock, supervisor of the SLOWPOKE facility at U of T, sits atop the concrete "birthday cake" that covers the 20-foot pool of water holding the reactor's core.

an explosion? Definitely not, says Hancock. The SLOWPOKE is inherently self-limiting because of the interaction between the water and the uranium.

Before the uranium neutrons can cause fissioning in a sample substance, their energy must be lowered. "High-energy neutrons would just bounce off the sample like tennis balls," says Hancock. Their energy is reduced through collisions with hydrogen molecules in the water. The low-energy neutrons then "sneak" into the nuclei of the sample substance, causing them to explode.

But, as fissioning continues, the water warms up and expands, reducing the density of the hydrogen molecules. Since there are, therefore, comparatively fewer hydrogen molecules to reduce the energy of the neutrons, fissioning becomes more and more sluggish. The high-energy neutrons quickly die. Thus, the process rises to a certain point; then it falls back and stabilizes.

Nevertheless, Geiger counters on the reactor are linked to phones that ring in the office of the U of T police if the radiation field reaches a certain point. Should that happen during an irradiation when no technician is on the premises, the police contact someone responsible for the reactor. Regulations allow such employees two hours to arrive on the scene.

### Irrational fear

That time limit is stipulated only in deference to public nervousness about reactors, says Hancock. As he sees it, such anxiety often exists without rational cause. "It's like the fear some people have of snakes. They may not be able to explain it."

Instead of fear, Hancock calls for a "healthy scepticism" among the public towards nuclear reactors. And he welcomes the involvement of "watch-dog" agencies that impose strict controls on nuclear energy. Such regula-

tions are necessary to curb potential irresponsibility.

But the safeguards in place at U of T's SLOWPOKE facility make working there less dangerous than inhaling Toronto's "nice clean air during rush hour," Hancock says. He looks forward to another 10 to 12 years of work with the reactor. After that, it won't be possible to prolong the reactor's life by heroic measures; it will have to be replaced.

Any sadness Hancock might feel about the SLOWPOKE's eventual demise is dispelled by the thought of the exciting projects yet to be undertaken. "We could be doing rocks from Saturn."



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## Mellon fellowship nominations due

Now that English professor Andy Silber has faculty members in arts and science actively promoting the Mellon fellowships in the humanities — for the past two years, after only one winner in the previous three years, four U of T students have been successful in the competition — he has a new problem: the complications of meeting a Nov. 2 deadline if the postal strike is not settled.

Nominations go to: Dean John H. D'Arms, Horace H. Rackham School of Graduate Studies, University of Michigan, Ann Arbor, Michigan 48109. If delivery by the deadline seems unlikely, Toronto nominators are asked to call Silber at 585-4475. He is also asking that copies of nominating letters be sent to him at 315 Pratt Library, Victoria College. Once the nominations have gone in, if the strike continues it is possible that nominees will not receive their application kits in time to return them by Dec. 7; there again, Silber is prepared to help.

In anticipation of the need for new professors in the humanities in the late 1980s and the 90s, the Mellon fellowships were established five years ago to encourage exceptionally promising students to prepare for careers in humanistic teaching and scholarship. Candidates are judged for their potential as teachers as well as scholars.

"The competition is rigorous, and it's pointless to nominate any but the best students," said Silber. "But we should not overlook students who may not be considering academic careers but are the sort of people we'd like to see in ten-stream positions in the 1990s." Last year, 1,722 nominees yielded 122 fellows. More than one-third of last year's winners had graduated before 1987; nominees must not, however, have begun graduate study relevant to prospective academic careers.

Information about the Mellon fellowships is available from the Mellon representative in each of the undergraduate colleges. The fellowships are portable in North America and provide support for up to three years of graduate study, beginning with \$10,250 (US) plus tuition and fees in 1988.

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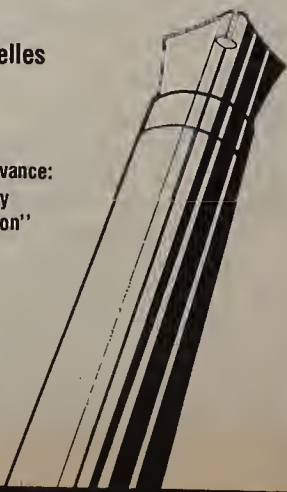
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## RESEARCH NEWS

For further information and application forms for any of the following agencies, please contact ORA at 978-2163.

**Medical Research Council**  
Updated guidelines and application forms for MRC fellowships will be available from ORA about Oct. 15. Applicants for the December 1 deadline may use the old form (MRC 18-1982) but are advised to consult the new guidelines prior to submission to ensure the application complies with new requirements.

**Ontario Ministry of Health**  
The ministry has issued a new guidebook for health research grants and awards for 1988-89. A number of changes have been made to the programs offered and investigators are advised to consult the guidebook before completing application forms. Particular attention is drawn to research personnel programs. The student award has now been designated the graduate studies fellowship; the fellowship award is now research fellowship. Both applications are to be made on the health research personnel award fellowship application, (7165-22(87/07)). Deadline for these two programs is January 15.

Deadlines for research project applications are as follows:  
research: November 1 and April 1;  
information: November 1 and April 1;  
career scientists (open competition): November 15;  
feasibility/formulation: any time;  
workshops/conferences: any time.

### Natural Sciences & Engineering Research Council

Please note that new applicants for research grants include those who have previously applied but did not meet NSERC's eligibility criteria as well as those who have never applied. Deadline for receipt in Ottawa of applications for new research grants is October 15.

Where application is made for support from NSERC and either MRC or SSHRC, the investigator must justify the case for dual support. Deadline for such applica-

tions, which must include a copy of the complete MRC or SSHRC submission, is October 15 in Ottawa.

Investigators are reminded that NSERC policy states that only one operating grant may be held at a time.

### Upcoming Deadline Dates

American Foundation for AIDS Research — travel fellowships for Canadian investigators: October 15.

American Lung Association — research grants: November 1.

Arthritis Society — research grants; manpower development awards; associateships, assistantships; fellowships; multi-centre grants (group facilitation and group development) full application: October 15.

AUCC, Canadian Commonwealth Scholarship & Fellowship Plan — visiting fellowships; for agency deadline Oct. 31, internal deadline at ORA, October 16.

J.P. Bickell Foundation — research grants: for foundation deadline first week December, internal deadline for all applications at ORA, October 23.

Canadian Nurses' Respiratory Society (Canadian Lung Association) — personnel awards; research grants: November 1.

Cray Canada Inc. — research projects due at Centre for Large Scale Computation, McLennan Physical Laboratories: October 23.

Lady Davis Fellowship Trust — personnel awards: November 30.

Easter Seal Research Institute — research fellowships; research project grants; research training grants: October 15.

Hannah Institute for the History of Medicine — fellowships; research grants; scholarships: November 1.

Health & Welfare Canada, National Welfare Grants Division — research projects; senior welfare research fellowships; research group development grants: October 15.

Kidney Foundation of Canada — research grants: October 15; nephrology scholarships: November 1.

Malignant Hyperthermia Foundation — research grants: October 15.

Medical Research Council — maintenance (renewal

only); equipment, program grants (new and renewal full application) operating (renewal); MRC scientists: November 1.

Ministry of Colleges & Universities — University Research Incentive Fund: November 30.

Muscular Dystrophy Association (US) — post-doctoral awards; research grants; research grants (clinical): November 30.

Muscular Dystrophy Association of Canada — research grants: November 15.

National Cancer Institute of Canada — equipment grants (see guidelines for limitations); research grants; cancer research unit; Terry Fox equipment for new investigators: November 15.

National Institute of Nutrition — institutional awards; personnel awards: November 1.

Ontario Mental Health Foundation — lottery grants program: October 15; clinical research and development scientists; conference; publication program; research associateships; research fellowships; long-term fellowships; training awards; research scholarships: November 30.

Ontario Ministry of Health — research grants; information: November 1; career scientists (open competition): November 15.

Osteoporosis Society of Canada — research grants (new): November 1.

Physicians' Services Inc. Foundation — research grants: October 19.

Physiotherapy Foundation of Canada — research grants: November 1.

Social Sciences & Humanities Research Council, Research Grants Division — standard research grants; major research grants: October 15.

Research Communications Division — aid to occasional scholarly conferences in Canada (March-June): October 30.

U of T, Humanities & Social Sciences Committee of the Research Board — general research grants: October 15;

research grants program: November 1.

W. Garfield Weston Foundation — research grants: early autumn.

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Wednesday, October 21, 1987 Lecture I  
Friday, October 23, 1987 Lecture II  
Wednesday, October 28, 1987 Lecture III  
Friday, October 30, 1987 Lecture IV

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# Council for international development program

by George Cook

A group of 21 experts from universities, governments and independent agencies will gather at principal's residence at Scarborough College this weekend for the inaugural meeting of the advisory council to the International Development Studies program.

Program coordinator Paul Schafer said council members will participate in the planning and development of the program, help find and evaluate student placements, provide contacts and suggestions for conferences, seminars and publications, work with faculty and staff on specific projects and help create visibility and status for the program in the development community.

Members come from as far afield as Ghana, Israel, Sweden, Wales and Zimbabwe. The council is chaired by Ralph Campbell, a former Scarborough principal and past director of the international development office of the Association of Universities & Colleges of Canada. Professor Cranford Pratt of the Department of Political Science and former University president John Evans, who runs Allelix Inc., a biotechnology company, and chairs the board of the Rockefeller Foundation, also sit on the council.

International development is one of three cooperative programs offered by the University at the Scarborough campus. The other two are in administrative studies and arts administration. Four years after the program's incep-

tion, the first students to complete their placements in the field have begun to return home, several with offers of permanent positions abroad.

## Extra year

Students in the first group worked in China, El Salvador, Lesotho, Nicaragua and Peru, Botswana, Swaziland and Mozambique, Sudan and Zaire. Another is in Zimbabwe and has received permission from the University to spend an extra year on placement there. Of the second group, four have left and 10 are scheduled to go in the next three months.

Interviews with returning students have suggested ways of fine-tuning the placement process. Schafer said students and the development agencies they will work for must be matched far enough in advance to permit an adequate orientation period before departure. However, plans can change quickly, depending on the circumstances that exist both in Canada and abroad.

Students find placements with a variety of international development agencies, including the Foundation for International Training, World University Service of Canada, Foster Parents Plan International and the Area Mission for Latin America and the Caribbean.

Work in the developing world requires a wide range of skills and students can feel less than perfectly prepared, Schafer said. "The most

essential skill required of them is the ability to fix lorries and vans," he said. The University does not offer courses in vehicle repair but encourages students to do supplementary courses elsewhere in auto mechanics.

In addition, the students now approaching their placement period have agreed to try to reach their destinations a month in advance in order to improve their understanding of the local language and dialect.

## CIDA support

The students' travel and medical expenses are paid for from a Canadian International Development Agency grant of about \$330,000, Schafer said. The placement agencies themselves are responsible for room and board and, if possible, a monthly honorarium.

CIDA plans to evaluate the placement experiences of students and development agencies within the next six months. Over a somewhat longer period, the program will be assessed on academic grounds and on the students' success in finding permanent employment.

The outlook for the IDS program is promising, Schafer said, both because IDS is the only work-study program of its kind in Canada and because demand for trained international development workers is growing.

He said he hopes the University would review the program in the context of the full range of resources available for international development studies. IDS has achieved wide recognition in and outside Canada and its initial success points to University-wide opportunities to build in international development studies, he added.

The program now admits about 20 students a year, and involves the careful

screening of applicants. "We're looking for real keenness and a passion to do international development work," Schafer said. Students must spend a minimum of eight months on placement during their fourth year of study. The program can be completed in five years.

The curriculum is based on the need for an integrated approach to development and is therefore multidisciplinary. Students can choose between two streams: resource management, for those who wish to stress technical expertise, and political economy, for those who seek administrative and organizational skills.

## Honorary degree for Thomas Hull

Professor Thomas Hull, an internationally known computer scientist, will receive an honorary Doctor of Laws degree on Oct. 17 at the fall convocation of Dalhousie University.

Hull, a consultant to many organizations, has helped Dalhousie in the development of its computer science programs. He has taught at U of T for 23 years. He has a U of T PhD in applied mathematics.

A founder of the Computer Systems Research Group, he has been a leader in research into numerical computing and is currently trying to develop a new machine arithmetic which, if successful, could serve as a radically new basis for scientific computing.

## Faculty of Management plans links with business community

A plan for changes in the Faculty of Management received the approval of the Planning & Resources Committee at its Sept. 28 meeting.

The faculty hopes to heighten its profile in the business community and to increase funding from the private sector. Also called for in its plan are a change in the basis for the evaluation of faculty performance, expansion of the executive program and more contract research.

Dean Roger Wolff told the committee that its approval of the plan, drawn up after lengthy consultation among faculty members, students and business leaders, provides a blueprint for the faculty's future.

The administration has requested that the plan's several ambitious initiatives

be phased in gradually over several years rather than simultaneously, Dan Lang, assistant vice-president (planning) and registrar, told the committee.

The administration approved of the faculty's intention to devote more of its resources to the executive MBA program but stipulated that the part-time MBA program should not be cancelled. However, enrolment in that program could be allowed to drop.

Although the overall plan has been approved, specific features of it — such as the introduction of a master's program in accounting — will have to be submitted to the appropriate Governing Council committees before implementation. Requests for space to accommodate new programs could be granted only on approval of those programs.

The Royal Canadian Institute presents a programme of seven

## FREE LECTURES

- \*Oct. 18 The Royal Canadian Institute Forever: a Consideration of the Dynamics of Survival  
John H. Sword
- \*Oct. 25 The Molecular Dance in Chemical Reactions — and Why it Matters  
John C. Polanyi (Nobel Laureate for 1986)
- \*Nov. 1 Blood-Feeding Insects: Our Most Deadly Enemy  
William G. Friend
- \*Nov. 8 Organ Donation and Lung Transplantation: Logistics and Ethical Considerations  
Joel D. Cooper
- \*Nov. 15 The Historical Atlas of Canada: an Unparalleled Graphic Image of the Canadian Historical Identity  
William G. Dean
- \*Nov. 22 Hard Hats and Gentle Thoughts: Reflections on the Official Centennial of Engineering in Canada  
Jim Parr
- \*Nov. 29 The Psychiatrist Is First a Doctor: Thoughts on Gurus, Prophets, Magicians and Charlatans  
Vivian M. Rakoff

\*Sunday Afternoons, 3 p.m., Medical Sciences Auditorium, King's College Circle, University of Toronto

\*Sunday Evening, 8 p.m., Convocation Hall, King's College Circle, University of Toronto

Please clip and save

For a complete programme and more information, call 928-2096

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# U of T Day, October 24

## OPEN HOUSES

10 a.m. to 3 p.m.

**Arts & Science Saturday**  
Hart House, information on sign at porter's desk

**Social Work**  
246 Bloor St. W.

10 a.m. to 4 p.m.

**Applied Science & Engineering**  
Start at Calbraith Building, St. George St.

**Architecture & Landscape Architecture**  
230 College St.

**Association of Part-time Undergraduate Students**  
1089 Sidney Smith Hall

**Athletic Centre**  
Athletics & Recreation, Warren Stevens Building  
Physical & Health Education, Clara Benson Building  
Enter from Harbord St. or Classic Ave.

**Bookroom**  
214 College St.

**Institute of Child Study**  
45 Walmer Road (1 block west of Spadina, 2 blocks north of Bloor)

**Dentistry**  
124 Edward St.

**Drama Centre**  
Robert Gill Theatre, Koffler Centre, St. George St. entrance

**Education**  
371 Bloor St. W.

**Fisher Rare Book Library**  
120 St. George St.

**Forestry**  
45 St. George St.

**Graduate Studies**  
63 St. George St.

**Hart House**  
Start at porter's desk

**Industrial Relations**  
123 St. George St.

**Koffler Student Services Centre**  
Student services: Campus Chaplains' Association, Career Centre, Counselling & Learning Skills Service, Health Service, Housing Service, Office of Student Awards, Services to Disabled Persons, St. George St. entrance

**Law**  
78 Queen's Park

**Management**  
Information desk, lobby, 246 Bloor St. W.

## Opening Ceremonies



11 a.m.  
Parade of floats will be led around King's College Circle by the grand marshal, Toronto's Mayor Art Eggleton, who will join President George Connell for official opening and unveiling of model of new U of T street sign. Rain or shine, the parade goes on as scheduled.

**McLuhan Program in Culture & Technology**  
Innis Town Hall, Innis College, Sussex Ave.

**Medicine**  
Medical Sciences Building

**Medieval Studies**  
39 Queen's Park Crescent E.

**Faculty of Music**  
Edward Johnson Building

**Nursing**  
50 St. George St.

**Ontario Centre for Large Scale Computation**  
118 McLennan Physical Laboratories

**Pharmacy**  
19 Russell St.

**Robarts Library**  
130 St. George St.

**Sigmund Samuel Library**  
King's College Circle

**Students' Administrative Council**  
Hart House Circle

**The Varsity**  
44 St. George St.

12 noon to 4 p.m.

**International Student Centre**  
33 St. George St.

## TOURS

**Robarts Library**  
10 a.m. to 4 p.m.  
Self tours, 130 St. George St.

**Hart House**  
10 a.m.  
Meet in Reading Room on first floor.

**St. Michael's College**  
10.30 and 11.30 a.m., 12.30 and 1.30 p.m.  
Meet at Hart House.

**Athletic Centre**  
10.30 a.m., 11 a.m. and 11.30 a.m.  
55 Harbord St.

**Department of Astronomy**  
11 a.m. to 1.30 p.m.  
Meet astronomy rep in lobby, McLennan Physical Laboratories.

**Department of Physics**  
11 a.m. to 1.30 p.m.  
Meet physics rep in lobby, McLennan Physical Laboratories.

**West Campus Chapels**  
11 a.m.  
Knox, Hart House, Trinity, Wycliffe and Newman Centre. Meet at Knox College, King's College Circle.

**Victorian Buildings**  
12 noon  
Historical tour by Bill Dendy. Meet at main entrance of Woodsworth College.

**East Campus Chapels**  
2 p.m.  
Victoria and St. Michael's. Meet inside main entrance of Victoria College.

**St. Michael's College Campus**  
2.15 p.m.  
Historical tour. Meet in front of St. Basil's Church, St. Joseph St.

## BOOK SALES

**The Bookroom**  
10 a.m. to 4 p.m.  
At the Graduate Students' Union, 16 Bancroft St.

**Trinity College**  
10 a.m. to 4 p.m.  
Seeley Hall, 6 Hoskin Ave.

**Woodsworth College**  
12 noon to 4 p.m.  
Drill Hall, 117 St. George St. (behind Woodsworth College).  
Admission \$1.

11 a.m. to 12 noon  
Jean Orpwood, Mary Dickerson, Helen McIntosh and Mary Beaty: Danger points in the future employment of librarians; panel of library experts. Lecture theatre.

1 to 1.45 p.m.  
Adele Fasick: Reading to children: prenatal to kindergarten; talk for librarians, educators and parents. Laboratory 1.

Keven Harrington: Welcome to vexillology: the design, history and aesthetics of flags in Canada; talk. Laboratory 2.

Cameron Hoyer: The librarian and the detective; or, the body in the library; talk. Lecture theatre.

Gene Wilburn: How to choose your first home computer; talk. Classroom 3.

2 to 3 p.m.  
Wil Vanderelst: The future of public information service in Toronto; keynote address. Lecture theatre.

10 a.m. to 3.30 p.m.  
Martin Lamb: A demonstration of computer animation, music and sound effects. Room 224.

Don Forgie: A demonstration of interactive communication. 3rd floor foyer.

## Centre for Industrial Relations

10 a.m. to 12 noon  
Implementing pay and employment equity; panel discussion. 123 St. George St.

## Arts & Science Saturday

Hart House.

10.15 a.m.  
Prof. Dennis Duffy: Writing a successful essay in the humanities. South Dining Room.

11 a.m.  
Ian Shelton: Supernova Shelton. Hart House Theatre.

1 p.m.  
Prof. Uwe Ackerman: Physiology. South Dining Room.

2 p.m.  
Prof. Barney Cilmore: Psychology. South Dining Room.

**Scarborough College Drama Program**  
University College.

10.30 to 11.15 a.m. and 2.30 to 3.15 p.m.  
Drama workshops. Rotunda.

## Faculty of Medicine

Medical Sciences Building.

10.30 a.m.  
Dr. Hamilton Hall: Exercising your bad back. Auditorium.

Future hope for Alzheimer's and Lou Gehrig's diseases. Room 2170.

11.30 a.m.  
Dr. David Jenkins: Fibre: historical, dietary or moral. Auditorium.

Dr. Stan Freeman: The role of stress, diet and hormones. Room 2170.

12.30 p.m.  
Dr. Vivian Rakoff: PET Scanner. Auditorium.

Technology for the elderly. Room 2170.

1.30 p.m.  
Dr. Ed Keystone: Newer concepts in the treatment of arthritis. Auditorium.

Dr. Paul Garfinkel: Anorexia nervosa and bulimia: addictions to thinness. Room 2170.

2.30 p.m.  
Forum on AIDS. Auditorium.

## Faculty of Management

246 Bloor St. W.

10.30 a.m.  
Franchising; business seminar.

1 p.m.  
Business start ups; business seminar.

2 p.m.  
Entrepreneurship; business seminar.



Last year's SAC float poked fun at their quarters, the old observatory.

## LECTURES/WORKSHOPS

**Faculty of Library & Information Science**  
Claude T. Bissell Building, 140 St. George St.

10 to 10.45 a.m.  
Joe Cox: On-line cataloguing demonstration. Library.

Charles Meadow: Implications of the new master of information science program; question and answer period. Classroom 3.

11 to 11.45 a.m.  
Mavis Cariou and Adele Fasick: Computer software for children under 10; demonstration for librarians, educators and parents. Laboratory 1.

John Fodi: What are your old 78's worth? individual consultations. 2nd floor foyer.

Marion Wilburn: Searching your family tree; talk. Laboratory 2.





Where's the beef? That was last year; this year, instead of a barbecue, it's a Pizaaque. The place is the same though — the Front Campus (from 11 a.m. to 2 p.m.).

## EXHIBITIONS

### The Works of G.K. Cheslerton

and  
Selected Icons and Other Pieces of the  
Melcove Collection  
10 a.m. to 4 p.m.  
John M. Kelly Library, St. Michael's  
College, St. Joseph St.

### Show and Sale of Prints

10 a.m. to 4 p.m.  
Prints by students in the fine art degree  
program at Scarborough College.  
Senate Chamber, 2nd floor, University  
College.

### Experience, Interests and Achievements of U of T Women

10 a.m. to 4 p.m.  
Ground floor, Press Building, King's  
College Circle.

### The University of Toronto Campus in the 19th Century

11 a.m. to 4 p.m.  
Justina M. Barnicke Gallery, Hart  
House.

### Barker Fairley: Portraits of his Colleagues

1 to 4 p.m.  
Art Gallery, Erindale College.

## CONCERTS AND PERFORMANCES

### Wandering Medieval Musicians

10 a.m. to 4 p.m.  
Centre for Medieval Studies, 39 Queen's  
Park Crescent E.

### Student Ensembles

10 a.m. to 4 p.m.  
Lobby, Faculty of Music, Edward  
Johnson Building.

### Carillon Concert

10 a.m. and 2.30 p.m.  
Concert with tour following. Soldiers'  
Tower.

### Hart House Chorus

10.30 a.m., 1 and 3 p.m.  
Steps of Sidney Smith Hall, St. George  
St.

### 16th Century Music

10.30 a.m.  
Performed by Peter Newton and June  
Rilett. Cloisters, University College.

### Robin Hood

11 a.m. and 3 p.m.  
PLS production on campus in front of  
Hart House. (If weather inclement, the  
Buttery, Trinity College.)

### Engineering Stage Band

11.30 a.m. and 1 p.m.  
Steps of Calbraith Building. (If weather  
inclement, Mall, Koffler Student  
Services Centre.)

### Children's Fair

10 a.m. to 4 p.m.  
Races, balloons, face-painting, games,  
magicians, Shriners clowns, puppet  
shows, kids' activities and  
entertainment on back campus. (If  
weather inclement, Mall, Koffler  
Student Services Centre)  
Plumm Peter magic and puppet show.  
11 a.m.  
Three-legged race. 12.30 p.m.  
Sack race. 1.30 p.m.  
Zanoni, the Chinese magician. 2 p.m.  
Serpentine race. 2.30 p.m.  
Frisbee throwing. 3.30 p.m.

### Campus Fair

10 a.m. to 4 p.m.  
Street theatre, mime, strolling  
musicians, jugglers, sidewalk art,  
unicyclers, Lady Codiva Memorial Band,  
food trucks, hot-air balloon, wandering  
clowns, free hearing tests provided by  
the Canadian Hearing Society van,  
souvenirs and displays. All around the  
St. George campus.

### Crime Prevention

10 a.m. to 4 p.m.  
U of T Police display. Mall, Koffler  
Student Services Centre, St. George St.  
entrance.

### McLuhen Program in Culture & Technology

10 a.m. to 4 p.m.  
Transatlantic technology  
demonstration. Innis Town Hall, Innis  
College, Sussex Ave.

### Education Video Programs

10 a.m. to 4 p.m.  
Programs produced by the U of T Media  
Centre for secondary and post-  
secondary education. Faculty of  
Education, 371 Bloor St. W.

### Humanities Fair

10 a.m. to 4 p.m.  
Highlights of research projects in the  
humanities and social sciences will be  
displayed through illustrations and  
graphics. Researchers will be on hand to  
discuss work in progress. East and West  
Halls, University College.

### Tei Chi Display

10 a.m. and 1 p.m.  
Back Campus. (If weather inclement,  
Hart House Activities Room)

### Speakers' Corner

10.30 a.m. and 12.30 p.m.  
U of T's version of Hyde Park, in which  
all are welcome to hold forth! Soldiers'  
Tower. (If weather inclement, atrium,  
Sandford Fleming Building.)

### Restoring the Oak to Prominence at U of T

11 a.m.  
Oak tree planting, Faculty of Forestry,  
quadrangle, Whitney Hall.

### Zeb the Robot

11.30 a.m. to 1.30 p.m.  
Entertainment, steps of Sidney Smith  
Hall, St. George St.

### Akido Display

11.30 a.m. and 2.30 p.m.  
Back campus. (If weather inclement,  
Hart House Activities Room.)

### Society for Creative Anachronism

12 noon and 1 p.m.  
Lords, ladies, knights and jousting,  
quadrangle, Sir Daniel Wilson  
Residence. (If weather inclement,  
refectory, University College.)

### Toronto's Council in Action

12.30 p.m.  
Current and former municipal politicians  
debate important urban issues. Front  
lobby, Innis College, 2 Sussex Ave.

### First Annual Waiter's Race

3 p.m.  
Waiters from neighbourhood pubs  
compete. King's College Circle.

### Blues Spirit Bash

8 p.m. to 1 a.m.  
Fifth annual party to end all parties  
featuring music by Nik and the Nice  
Guys, official band of Superbowl XX.  
Tickets \$6 in advance, \$7 at door.  
Tickets and information 978-3443. St.  
Lawrence Hall, King St. East at Jarvis.

## MISCELLANY

### UTAA Hospitality Tent

10 a.m. to 4 p.m.  
Information, refreshments, souvenirs.  
Front campus.

### Pizaaque

11 a.m. to 2 p.m.  
Pizza lunch hosted by the Students'  
Administrative Council. Front campus.

### UTWA Gift Shop

10 a.m. to 4 p.m.  
Crafts display and sale of items ranging  
from pottery to jewellery; all  
handcrafted by more than 30 artists.  
Lobby, Simcoe Hall.

### First Aid

10 a.m. to 4 p.m.  
Health Services will have first aid  
station in lobby, Koffler Student  
Services Centre, St. George St.  
entrance.



Surely you joust! The Society for Creative Anachronism will be battling it out in the Sir Daniel Wilson Residence quadrangle on U of T day at 12 noon and 1 p.m.

## OTHER EVENTS

### Homecoming Float Parade

10 a.m.  
From Devonshire Place, east on Hoskin  
Ave., south on Queen's Park Crescent  
and University Ave. to Elm St., west to  
McCaul St., north to College St. to enter  
campus by King's College Road, around  
King's College Circle for opening  
ceremonies with Art Eggleton, mayor of  
Toronto and parade grand marshal.  
Judging in front of Knox College.



## RESEARCH HIGHLIGHTS

### Measuring an explosion

Researchers in the Department of Physics have a better way of estimating the yield size of a nuclear explosion and differentiating small explosions from small earthquakes.

Professors Kin-Yip Chun, Gordon West and Richard Kokoski used mineblast and earthquake data to devise a mathematical method that eliminates distortions. By recovering all the wave characteristics of the original event, the researchers are able to reconstruct it at a distance. This feature would facilitate the monitoring of a test ban treaty.

Their work is funded by the arms control and disarmament division of the Department of External Affairs.

### Testing Hearing Protectors

Professor Hans Kunov of the Institute of Biomedical Engineering has found a method of testing hearing protectors

that is faster, more accurate and cheaper than the one in general use.

His mechanical head acoustic test fixture (ATF) eliminates the subjectivity involved in asking people to judge the effectiveness of their protectors. The ATF allows the measurement of any sound impinging on the ear drum, with or without hearing protectors.

The device is a model of the mechanical and acoustical properties of the head, the skin surrounding the ear, the ear canal and the middle ear. Kunov is now trying to model the facial region of the head so that vocal communications through respirators and gas masks can be studied.

The work is being funded by the Defence & Civil Institute of Environmental Medicine.

### Understanding retinal damage

A step toward an understanding of retinitis pigmentosa (RP) in humans has been taken by U of T biochemist Yousef Matuk, who has found evidence to suggest that abnormal sugar metabolism may be a cause of retinal degeneration in rats.

Matuk, of the Department of Ophthalmology, has been studying the outer segment of rods of the retina. To keep the length of the rod outer segment constant, the cell sheds some of its disks every day after the onset of light. In diseased rats, the shed disks accumulate in the eye, causing degeneration of the retina and blindness. Matuk believes that in healthy rats light causes the addition of sugar to the disks, marking them for removal. In diseased rats light does not cause this change in sugar levels.

His work is being funded by the RP Eye Research Foundation of Canada, the Medical Research Council of Canada and the Independent Order of Odd Fellows and Rebekahs.



From left: Northrop Frye, Claude Gidman, Lois Marshall

## Toronto Arts Awards to Frye, Marshall, Gidman

University Professor Emeritus Northrop Frye, the distinguished critic of English literature and chancellor of Victoria University, will receive a lifetime achievement award from the Toronto Arts Foundation tonight at the Metro Toronto Convention Centre. His prize is \$10,000 plus the right to select the recipient of a

\$5,000 protégé award.

Singer Lois Marshall of the Faculty of Music and industrial designer Claude Gidman of the Department of Mechanical Engineering were named winners in their fields. They get a \$5,000 tax-free prize and an additional \$1,000 with which to commission work from young artists.

## UNIVERSITY OF TORONTO Bulletin

Acting Editor: Judith Knelman  
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 Production Coordinator: Chris Johnson  
 Layout and Typesetting: Sandra Sarnier  
 Editorial Assistant: Ailsa Ferguson  
 Advertising: Marion de Courcy-Ireland  
 Director: John Aitken  
 Material may be reprinted in whole or in part with appropriate credit to the Bulletin.  
 Published every two weeks by the Department of Communications.  
 Subscriptions for publication must be in the Bulletin office, 45 Wilcocks St., University of Toronto, Toronto, M5S 1A1, 10 days before publication date unless otherwise specified.  
 Editorial enquiries: 978-6981  
 Display advertising space must be reserved two weeks before publication date.  
 Advertising enquiries: 978-4933  
 Member of the University Newspapers Group.

## IN MEMORIAM

Harvey Babiak, professor of commerce at Scarborough College, died Aug. 4.

Before coming to U of T he taught at the London Business School, the University of Chicago and the University of British Columbia.

While at UBC he served on a Columbo Plan project to establish new commerce programs at the Universities of Singapore and Malaysia.

Professor Babiak came to Scarborough College in 1974 as assistant chairman for the

new commerce program. He served on various task forces, taught at the Faculty of Management Studies and assisted in professional accounting educational programs.

Announcing the formation of, and invitation to participate in

## The Program in Neuroscience

Twelve departments throughout the university participate in a collaborative Ph.D. Program in Neuroscience. All faculty and graduate students not already registered, whether inside or outside participating departments, are hereby invited to participate or receive our Newsletter. Please contact Dr. Ted L. Petit, Chairman, Program in Neuroscience, Room 401 Ramsay Wright Zoological Laboratories, St. George Campus, 978-4894.

In celebration of its formation, the Program in Neuroscience presents the

### Neuroscience Nobel Laureate Address Series

Four Nobel Laureates will address the University over the 1987-88 academic year:

Gerald M. Edelman, Nobel Prize 1972, speaking on October 21, 1987

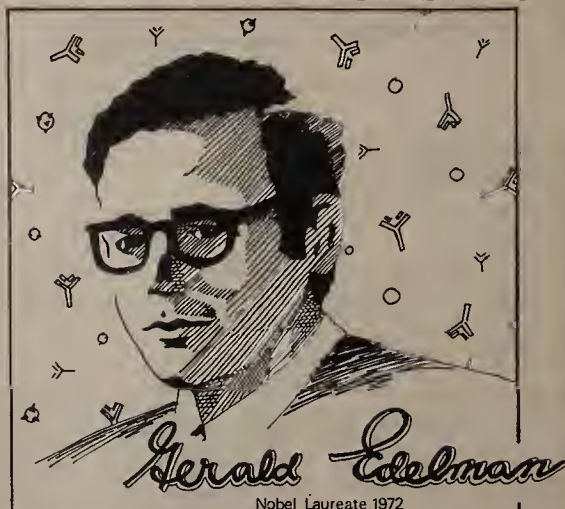
Allan M. Cormack, Nobel Prize 1979, speaking on January 6, 1988

Rosalyn Yalow, Nobel Prize 1977, speaking on March 23, 1988

David Hubel, Nobel Prize 1981, speaking date T.B.A.

Details of each visit will be included in the Neuroscience Newsletter, U of T Bulletin, and posters. For further information contact Dr. Pat Stewart, Department of Anatomy, Medical Sciences Building. Sponsored by the Dean of Medicine and the Dean of Arts and Sciences.

THE PROGRAM IN NEUROSCIENCE U OF T PRESENTS THE NEUROSCIENCE NOBEL LAUREATE ADDRESS SERIES



Nobel Laureate, 1972

Cell Adhesion Molecule in the Regulation of Animal Form and Tissue Pattern

4:00pm-Wednesday October 21, 1987  
 Medical Sciences Building Auditorium

Admission: Free  
 All are Welcome

Sponsored by the Dean of Medicine and the Dean of Arts and Science

For Information Contact:  
 P.A. Stewart 978-8963



# Events

## LECTURES

### Computer Technology and the Law in Canada.

Tuesday, October 13  
J. Fraser Mann, Borden & Elliott, Barristers and Solicitors; brown bag lunch lecture. Room 3, Falconer Hall, Faculty of Law. 12 noon.  
(Law and Cooperative on Information Technology)

### Radical Cyclization in Natural Product Synthetals.

Tuesday, October 13  
A Controlled Route to Polypropionate Sequences  
Wednesday, October 14  
Stereospecific Synthesis of Rearipina.  
Thursday, October 15  
Prof. Gilbert Stork, Columbia University, A.R. Gordon distinguished lecture series. 162 Lash Miller Chemical Laboratories. 4.10 p.m.

### Tornado Disasters in Canada.

Wednesday, October 14  
Michael J. Newark, Atmospheric Environment Service, Downsview; second in series of five Canadian Perspectives lectures. Spigel Hall, South Building, Erindale College. 10 a.m. to 12 noon.  
Tickets \$5.  
Information: 828-5214 (Senior Alumni and Associates of Erindale)

### On the Practical Utility of Connoisseurship.

Wednesday, October 14  
John Gere, British Museum. 140 University College. 7.30 p.m.  
(Fine Art and Master Print & Drawing Society)

### Critical Issues and Controversy in the Classroom.

Wednesday, October 14  
Panelists: Bernard Shapiro, deputy minister of education, Nola Crewe, Toronto Board of Education, Fiona Nelson, Toronto Board of Education, Keren Braithwaite, co-chair, 1982 Parents Convention. Centre Stage Forum, St. Lawrence Centre. 8 p.m. (Science for Peace)

### South Asia after Afghanistan.

Monday, October 19  
Prof. Stephen P. Cohen, University of Illinois; Aziz Ahmad lecture. Upper Library, Massey College. 4 p.m.  
(South Asian Studies)

### The Word and the Theatre: Strindberg, Ibsen and Shakespeare.

"From Strange to Stranger": Originale and Translation.  
Monday, October 19

### Ghota.

Tuesday, October 20

### Winter's Tales.

Wednesday, October 21

### Tempaste.

Thursday, October 22  
Prof. Inga-Stina Ewbank, University of Leeds; 1987 Alexander lectures. West Hall, University College. 4.30 p.m.  
(UC)

### The Renovation of the Elgin Winter Garden Theatre.

Tuesday, October 20  
Marie Bekessy, Ontario Heritage Foundation. 179 University College. 8 p.m.  
Tickets free for Society and University members, others \$5.  
(English and William Morris Society)

### Travel — Particularly in the Arctic.

Wednesday, October 21  
Prof. Em. J. Tuzo Wilson; third in series of five Canadian Perspectives lectures. Spigel Hall, South Building, Erindale College. 10 a.m. to 12 noon.  
Tickets \$5.  
Information: 828-5214. (Senior Alumni and Associates of Erindale)

### Psychological Vulnerability Factors in Major Depressive Disorder.

Wednesday, October 21  
Prof. John Teasdale, Cambridge University. Main Auditorium, Clarke Institute of Psychiatry. 12 noon.  
(Psychiatry)

### The Nemea Valley Archaeological Project, 1984-1986.

Wednesday, October 21  
Prof. James C. Wright, Bryn Mawr College, Museum theatre, Royal Ontario Museum. 5.15 p.m.  
(Toronto Society of the Archaeological Institute of America)

### Alternative Dances: A Strategy for Canada.

Wednesday, October 21  
Major-General Leonard V. Johnson, Generals for Peace. 179 University College. 8 p.m.  
(Science for Peace)

### Regional Forest Management Planning.

Thursday, October 22  
Michael Waldram, Ministry of Natural Resources; R.M. Dixon memorial lecture series. Forest Management and the Accountability of the Professional Forester. Fourth floor lounge, Faculty of Forestry. 12 noon.  
(Forestry)

### Gairdner Foundation.

Lectures by winners of the 1987 Gairdner Foundation International Awards for contributions in the field of medical science. All lectures in the auditorium, Medical Sciences Building.

Thursday, October 22

### The Neutralization of Common Cold (Rhino) Viruses with Antibodies and Antiviral Compounds.

Prof. Michael G. Rossmann, Purdue University, West Lafayette. 12.10 p.m.

### Steps toward a Molecular Biology of Learning and Memory.

Prof. Eric R. Kandel, Columbia University. 12.40 p.m.

### Historical Landmarks in Coronary Artery Bypass Surgery.

Prof. René G. Favaloro, El Salvador University, Buenos Aires. 1.10 p.m.

Friday, October 23

### The Homeobox and the Genetic Control of Development.

Professor Walter J. Gehring, University of Basel. 12 noon.  
Regulation of Embryonic Development by Master Control Genes.  
Prof. Edward B. Lewis, California Institute of Technology, Pasadena.

### AIDS and Cancer Viruses: Now and Tomorrow.

Dr. Robert C. Gallo, National Cancer Institute, Bethesda. 12.40.

### Human Retroviruses and AIDS.

Dr. Luc Montagnier, Institut Pasteur, Paris.

## COLLOQUIA

### Molecular Cloude in the LMC.

Wednesday, October 14  
Prof. Pat Thaddeus, Harvard University. 137 McLennan Physical Laboratories. 3.10 p.m.  
(Astronomy)

### Beyond the Standard Model Via the Rare Decay of Mesons.

Thursday, October 15  
Prof. Jean-Michel Poutissou, University of British Columbia. 102 McLennan Physical Laboratories. 4.10 p.m.  
(Physics)

### Kierkegaard's Abraham.

Friday, October 16  
Prof. Zev Friedman, Department of Philosophy. Centre for Religious Studies lounge, 14-352 Robarts Library. 1.15 p.m.  
(Centre for Religious Studies)

### From Rarefied Gee Dynamics to Analytical Chemistry in 25 Easy Steps.

Friday, October 23  
Prof. J.B. French, Institute for Aerospace Studies; Gordon N. Patterson lecture. Main lecture hall, Institute for Aerospace Studies, 4925 Dufferin St. 2 p.m.  
(Aerospace Studies)

### SN1987A (at Erindale College).

Wednesday, October 21  
Prof. Peter Sutherland, McMaster University. 137 McLennan Physical Laboratories. 3.10 p.m.  
(Astronomy)

### Mixed Beauty: Waihty Truth? Recent Advances in b-quark Physics.

Thursday, October 22  
Prof. J.D. Prentice, Department of Physics, 102 McLennan Physical Laboratories. 4.10 p.m.  
(Physics)

### Moses: Magician, Prophet or Statesman?

Friday, October 23  
Sol Nigossian, Victoria College. Centre for Religious Studies lounge, 14-352 Robarts Library. 1.15 p.m.  
(Centre for Religious Studies)

### The Abuse of Power.

Sunday, October 25  
Prof. Noam Chomsky, Massachusetts Institute of Technology; The Toronto Star lecture series. The Politics of Power. Convocation Hall. 2.30 p.m.  
Series tickets \$75 and \$60. Individual tickets \$15 and \$12, all seats reserved.  
(Bookroom and Toronto Star)

### The Molecular Dance in Chemical Reactions — and Why It Matters

Sunday, October 25  
Prof. John C. Polanyi, Department of Chemistry; joint meeting with U of T. Convocation Hall. 8 p.m.  
(Royal Canadian Institute)

### The Comedias of Plautus.

Monday, October 26  
Prof. W.S. Anderson, University of California at Berkeley; series of three Robson lectures. Others Oct. 28 and Oct. 29, 003 Northrop Frye Hall. 4 p.m.  
(Victoria University)

### "Tranna English": A Phonatic Study of English Spoken in Toronto.

Monday, October 26  
Prof. Eric F. James, Department of French. Robert Gill Theatre, Koffler Student Services Centre. 8 p.m.  
(Voice Development Research Program)

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## SEMINARS

### Pharmacological Significance of Cell Membrane Ion Channels and Currents.

Tuesday, October 13  
Prof. Peter Penefather,  
Faculty of Pharmacy, 519  
Pharmacy Building, 9 a.m.  
(Pharmacy)

### Regulation of Prolactin Gene Expression.

Tuesday, October 13  
Prof. Harry Elscholtz, University of California, San Diego, 131 Banting Institute, 100 College St. 4 p.m.  
(Clinical Biochemistry and Banting & Best Diabetes Centre)

### Two Iranian Women Poets: Parvin E'tesmei and Forugh Farrokhzad.

Wednesday, October 14  
Prof. Rivanne Sandler, Department of Middle East & Islamic Studies; Language of Modern Poetry seminar. Common room, Department of Slavic Languages & Literatures, 21 Sussex Ave. 4.30 p.m.  
(Slavic Languages & Literatures)

## PLAYS

### The Birthday Party.

Wednesday, October 14 to Sunday, October 18  
By Harold Pinter, Graduate Centre for Study of Drama production, 1987-88 season. Robert Gill Theatre, Koffler Student Services Centre. Performances at 8 p.m. except Sunday, 2 p.m. and seniors \$4.  
Reservations: Monday to Friday, 11 a.m. to 5 p.m., 978-7986.

### Principles and Applications of Magnetic Resonance Imaging.

Thursday, October 15  
Dr. Nabil Bechai, North York Branson Hospital; second in series of three, 412 Rosebrugh Building, 1 p.m.  
(Biomedical Engineering)

### Aristotle and Plotinus on God and the Good.

Friday, October 16  
Prof. J.M. Rist, Department of Classics, 148 University College, 3.10 p.m.  
(Classical Studies)

### Biological Approaches of Bone Repair.

Monday, October 19  
Karl A. Piez, Collagen Corporation; T'Anson distinguished speaker, 3153 Medical Sciences Building, 1 p.m.  
(Dentistry)

### A Method of Meta-analysis of Epidemiological Studies.

Tuesday, October 20  
Prof. Tom Einarson, Faculty of Pharmacy, 519 Pharmacy Building, 9 a.m.  
(Pharmacy)

### Selling Environmental Awareness.

Tuesday, October 20  
Jim Murray, CBC, 211 Haultain Building, 4 p.m.  
(Environmental Studies)

### An Apologia for the Heroic Tale: New Motifs in Shevchenko's Biography.

Tuesday, October 20  
Anna Makolkina, postdoctoral fellow, Chair of Ukrainian Studies, 3050 Sidney Smith Hall, 5 to 7 p.m.  
(Ukrainian Studies)

### Gairdner Foundation. Seminars by winners of the 1987 Gairdner Foundation international awards presented for contributions in the field of medical science.

Wednesday, October 21

### Towards a Genetic Theory of Development.

Prof. Walter J. Gehring, University of Basel, 968 Mount Sinai Research Institute, 11.30 a.m.

### Virus Structure.

Prof. Michael G. Rossmann, Purdue University, West Lafayette, 2172 Medical Sciences Building, 3 p.m.

Thursday, October 22

### Human Lymphotropic Viruses (T & B Cell) and their Role in Malignancy, AIDS and Central Nervous System Disease.

Dr. Robert C. Gallo, National Cancer Institute, Bethesda, Main Auditorium, Toronto General Hospital, 9 a.m.

### Human Retroviruses and AIDS.

Dr. Luc Montagnier, Institut Pasteur, Paris. Large lecture theatre, Hospital for Sick Children, 10.30 a.m.

### How Genes Control the Body Segmentation Plan.

Prof. Edward B. Lewis, California Institute of Technology, Pasadena, 3153 Medical Sciences Building, 3 p.m.

### Molecular Biological Approaches to Memory.

Prof. Eric R. Kandel, Columbia University, Main auditorium, Clarke Institute of Psychiatry, 5 p.m.

Friday, October 23

### Coronary Bypass Surgery - A 20-Year Perspective.

Prof. René G. Favaloro, El Salvador University, Buenos Aires, South classroom, Toronto General Hospital, 8.30 a.m.

### Unstructured Decision-Making Support: The Background Foundations and Implications for MS/OR.

Wednesday, October 21  
Daniel I. Lawrence, Microsystems International, 211 Rosebrugh Building, 3 p.m.  
(Industrial Engineering)

### Models of Human Movement and Their Use in P.M.T.S.

Monday, October 26  
Prof. Errol Hoffman, University of Melbourne, 4279 Medical Sciences Building, 3 p.m.  
(Industrial Engineering)

### Tree Rings: A Longitudinal View.

Friday, October 23  
Prof. D.C.F. Fayle, Faculty of Forestry, 7 Botany Building, 3.30 p.m.  
(Botany)

## MUSIC

### FACULTY OF MUSIC EDWARD JOHNSON BUILDING

### Thursday Noon Series.

Thursday, October 15  
Thoughts on Music and Music Theatre, lecture by R. Murray Schafer, composer.

Thursday, October 22

The Manitoba Trio, Walter Hall, 12.10 p.m.

### U of T Symphony Orchestra

Saturday, October 17  
Michel Tabachnik, conductor, MacMillan Theatre, 8 p.m.

Series subscription \$20, students and seniors \$12. Single tickets \$8, students and seniors \$5.

### U of T Wind Symphony.

Sunday, October 25  
Melven Berman and Stephen Chenette, conductors, MacMillan Theatre, 3 p.m.

Tickets \$3.

Information on all events in the Edward Johnson Building available from the box office, 978-3744.

## Events deadlines

Please note that information for Events listings must be received in writing at the Bulletin offices, 45 Wilcocks St., by the following times:

Issue of October 26, for events taking place October 26 to November 9:

Tuesday, October 13

Issue of November 9, for events taking place November 9 to 23:

Monday, October 26

## MEETINGS & CONFERENCES

### Women's Issues.

Tuesday, October 13  
Doris Anderson, The Toronto Star; meeting Women's Network, Croft Chapter House, U.C. 12 noon.

### Bagnani Collection.

Tuesday, October 13  
Reception to open an exhibition of books from the collection: meeting of Friends of the Thomas Fisher Rare Book Library, Fisher Library, 5 to 7 p.m.  
Information: Rita Crump, 978-7645.

## MISCELLANY

### The Gothic Cathedral. The Medieval Monastery.

Wednesday, October 14  
Aspects of Medieval and Renaissance Culture lunch-time video, 004 Northrop Frye Hall, 12.15 p.m.  
(Renaissance Studies)

### The Medieval House.

Wednesday, October 21  
Aspects of Medieval and Renaissance Culture lunch-time video, 004 Northrop Frye Hall, 12.15 p.m.  
(Renaissance Studies)

## FILMS

### Mathematics and Art.

Wednesday, October 14  
Films of Michele Emmer. Board room, 12th floor, Ontario Institute for Studies in Education, 252 Bloor St. W. 7 to 10 p.m.  
Information: Ed Barbeau, 978-6922.

### Innis Fall Film Program.

Thursday, October 15  
Faust.

Thursday, October 22  
Gloria; Luck is the Residue of Desire; The Art of Worldly Wisdom; Lost, Lost, Lost; Love Sacrifice. Innis College Town Hall, 7 p.m.

Information: 588-8940 or 978-7790.

## EXHIBITIONS

### FACULTY OF ARCHITECTURE & LANDSCAPE ARCHITECTURE

### Connaître/Reconnaître Le Corbusier.

To October 15  
An exhibition from the Fondation Le Corbusier in Paris, illustrating the life and work of Le Corbusier on the centenary of his birth; co-sponsored by Ontario Association of Architects, Royal Architectural Institute of Canada and Royal Ontario Museum.

### Piece by Piece.

October 20 to November 12  
Architecture and projects of Renzo Piano, noted Italian architect. The Galleries, 230 College Street.  
Gallery hours: Monday to Friday, 9 a.m. to 5 p.m.

### VICTORIA COLLEGE

### The Rièse Collection.

To October 28  
A selection of items from the collection of Laure Rièse including presentation copies of major French and French-Canadian authors; Samuel

### Admissions, Curriculum & Standards Subcommittee.

Wednesday, October 14  
Council Chamber, Simcoe Hall 4 p.m.

### Governing Council

Thursday, October 15  
Special meeting to discuss governance, Council Chamber, Simcoe Hall, 4.30 p.m.

### Workshop on Commercial and Consumer Law.

Friday, October 16 and Saturday, October 17  
The Modern Role of Contract Law; Certainty and Flexibility as Competing Contract Values and the OLCRC Amendment of the Law Contract Report; Recent Developments in Bankers' Special Duties to Customers; The Evolving Law of Payment by Wire Transfer; No-Fault Insurance and the Automobile Tort Crisis. R.M. MacIntosh, President, Canadian Bankers' Association, will be guest speaker at Friday evening dinner, Falconer Hall, Faculty of Law.  
Information: 978-4334, (Law, Ossego Hall Law School, Queen's University, McGill University and Canadian Association of Law Teachers)

### The Soviet-East European Relationship in the Gorbachev Era: The Prospects for Adaptation.

Friday, October 16 and Saturday, October 17  
All sessions will take place in the Combination Room, Trinity College, 9 a.m. to 5 p.m.  
Registration: 978-3330, (Russian & East European Studies)

### Governing Council.

Thursday, October 22  
Council Chamber, Simcoe Hall, 4.30 p.m.

### THOMAS FISHER RARE BOOK LIBRARY

### Ex Bibliotheca Voglrana Gilbert Bagnani: An Exhibition of Books from the Bequest of Gilbert Bagnani.

To December 23  
An exhibition of books from the Bagnani collection, 2nd floor.  
Hours: Monday to Friday, 9 a.m. to 5 p.m.

### JUSTINA M. BARNICKE GALLERY, HART HOUSE

### Historical Exhibit of Buildings on Campus.

October 15 to November 12  
Curator: D. Richardson.  
Both Galleries.  
Gallery hours: Tuesday to Thursday, 11 a.m. to 9 p.m.; Friday and Saturday, 11 a.m. to 6 p.m.; Sunday, 2 to 5 p.m.

### ERINDALE COLLEGE

### Eye of the Intellect, Barker Fairley: Portraits of his Colleagues.

October 19 to November 30  
Represents five decades of paintings, Art Gallery, South Building.  
Gallery hours: Monday to Sunday, 1 to 5 p.m.

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# Gender-preference needed now to pave way for gender-blindness

by Wayne Sumner

A set of amendments to the University's *Policy and Procedures on Academic Appointments* is currently under negotiation between the faculty association and the administration. In the enlightened atmosphere of an academic community one might expect little controversy over measures whose aim is to combat sex discrimination in the hiring process. A few members of the faculty, however, have argued in the pages of the *Bulletin* that the proposed policy is both unjust and a threat to academic excellence. It was heartening to see these contentions rebutted in an unusually large number of letters. I wish to take this opportunity both to endorse the views expressed by the authors of those letters and to supplement their piecemeal responses by providing a fuller and more positive defence of the new measures.

In evaluating any employment equity policy there are at least three questions we should ask: (1) Is the discrimination that it aims to combat sufficiently serious to warrant remedial action? (2) Is the proposed remedy likely to be effective in preventing this form of discrimination? (3) Is the policy open to moral objection on any other ground?

All of the participants in the current debate appear to agree on two salient points: sex discrimination has played a significant role in the hiring practices of this university and women have been its principal victims. The mechanisms of this discrimination have, of course, been covert: prejudicial treatment of female job candidates is nowhere authorized in the University's present appointments policy, and no faculty member would admit to having practised it under that description. Indeed, it has taken the form of what the Supreme Court of Canada recently defined as "systemic discrimination", namely "discrimination that results from the simple operation of established procedures of recruitment, hiring and promotion, none of which is necessarily designed to promote discrimination".

When discrimination against women has achieved systemic status, gender need not be appealed to as a factor independent of academic merit. Instead, stereotypical attitudes prejudicial to women permeate and corrode the very process of "purely academic" assessment. Although the expressions of these attitudes may be invisible during the deliberative process, they can easily be recognized when stripped of their protective colouration. Generally speaking, the crucial intervention starts off looking positive enough: "Yes, I agree that she has excellent qualifications on paper, but ...". Then follows one or another item drawn from the standard repertory (and usually delivered in a tone of profound regret): "... isn't she a bit strident and aggressive?", or "... will she fit in as a member of the [all-male] team?", or "... is she forceful enough to handle those large introductory classes?", or "... does she really need the job, since her husband is working?", or "... won't she just leave in a few years anyway to raise a family?", or ...

The aim of an employment equity policy is to neutralize or counteract discrimination of this systemic nature. Its aim is not to bring about gender balance for its own sake, as though the equal or proportional representation of



Wayne Sumner: in defence of new hiring measures

men and women had some intrinsic value. The under-representation of female academics calls for a remedy precisely because it is the product of past discrimination. Discrimination, in turn, calls for a remedy because it is unjust. I trust that no one will think this kind of systemic injustice unworthy of corrective action.

The question then is whether the proposed policy is likely to succeed in eliminating this injustice. The salient features of the policy may be briefly summarized as follows (for expository simplicity, I omit all of its exceptions and qualifications and continue to assume that women are the under-represented gender): (a) search committees must include at least one female member; (b) short lists must include at least one female candidate; (c) where no male candidate is demonstrably better than the best female candidate, preference will be given to the female candidate; (d) a search committee must provide a written justification both of the composition of its short list and of its ranking of the short-listed candidates.

The first and last of these measures are probably the most important, since their aim is to facilitate exposure of those sexist prejudices that corrupt academic assessment. If they succeed in this, then female job candidates may indeed stand to benefit both from fairer academic assessment and from the preference in their favour which is authorized when the academic qualifications of the best male and female candidates are found to be roughly equal. On the other hand, if these prejudices continue to operate unchallenged, then the remaining measures should not be expected to make much difference. Where sex discrimination is systemic, the problem is generally not that top-ranked women don't get hired (though this does happen), but that women don't make it to the top of the list in the first place.

Quite frankly, I am not optimistic that

this policy will succeed in counteracting the operating of systemic sex discrimination. Experience in other employment sectors has tended to show that prejudicial attitudes can be concealed (both from their holders and from others) in subtle and ingenious ways and that it can take tougher measures to neutralize their influence. By contemporary standards the employment equity policy proposed for this university is mild indeed. However, it is important to start somewhere. Once installed, the policy can then be monitored in order to assess its efficacy.

However, those who have objected to the policy have argued not that it will be ineffective, still less that it is needless, but that it employs means which are themselves discriminatory. Thus we come to the third and last question. The target of their criticism has been the requirement that a woman be preferred to a man where their academic qualifications are judged to be roughly equal. However, it is difficult to see the ground of their objection. A policy might be thought to treat men unfairly, or to threaten academic excellence, if it permitted (or required) male candidates to be passed over in favour of less qualified women. Likewise, a policy might be thought to corrupt the process of purely academic assessment if it permitted (or required) gender to play a role in the ranking of candidates. But this policy pointedly takes neither of these steps: gender is to be decisive only when the strictly academic merits of competing candidates have been found to be evenly balanced. In any such case we cannot fail to make the final decision on some non-academic ground or other. We

might as well employ one which can serve a desirable social aim, by encouraging more women to pursue academic careers.

Some opponents of this requirement have focused on its wording: the best female candidate must be hired unless some male candidate is "demonstrably better". What, they ask, is meant by "demonstrably" here? I have no wish to defend the current formulation of the provision; for all I know, it will be altered during the course of the negotiations. However, in the context of the policy as a whole it seems obvious what it means. Where a male and female candidate are judged to be roughly equal in purely academic terms the latter must be preferred. It follows that a male candidate may be hired only when he is judged to be academically superior to all female candidates on the short list. Since a search committee must justify its ranking of the short-listed candidates, when it hires a man it must be prepared to show that he was indeed superior — that is, to demonstrate his superiority. To object to this requirement is to object to the very heart of the policy: the requirement that comparative academic assessments be backed up by reasons.

However, this semantic quibbling is surely a side issue. What I suspect lies behind the critics' objections is something more substantial: a vision of the University as a purely academic community resolutely blind to such extraneous factors as race, religion, nationality and gender. The defensibility of this vision is a large question which I have no intention of exploring here. But to someone who holds it dear it must be galling indeed to see the University officially authorize any preference on grounds of gender, however weak it might be.

From this perspective, the objections of the critics may at first seem a little less puzzling; we may even sympathize with their ideal. However, a little reflection quickly reveals how paradoxical their position is. Assume, if just for the sake of argument, that gender-blindness is a desirable feature in academic hiring. The critics concede that because our

existing hiring practices discriminate against women, they are far from gender-blind. (There, by the way, lies the real threat to academic excellence.) Assume further, as seems likely, that this discrimination can be eliminated

**"The under-representation of female academics calls for a remedy precisely because it is the product of past discrimination. Discrimination, in turn, calls for a remedy because it is unjust."**

only by the counterbalancing against it of some weak preference in favour of women. If so, then achieving the long-term goal of gender-blindness will require a short-term policy of (limited) gender preference. In that case anyone who genuinely wishes to realize the ideal of the gender-blind university should support the proposed policy as the weakest means with any chance of being effective. Opposition to the policy, when it is motivated by this ideal, is worse than groundless: it is self-defeating.

Wayne Sumner is a member of the Department of Philosophy.



# LETTERS

## Hiring procedures should strengthen emphasis on quality

Readers may be struck by the sweeping dismissal of the value of scholarly judgements expressed by defenders of the UTFA/Simcoe Hall hiring agreement. Our present policies, says Peter Fitting, are stamped by "shameful ugliness". According to Paul Grendler, who implies that the proposed procedures may be too weak to correct ingrained prejudice against women, male "clubbability" governs much of our hiring. Michael Finlayson goes further, implying that "systematic sexist bias is most likely to be rampant" in the appointment process.

Much more is involved here than unfair treatment of women. What these colleagues are suggesting to us is that the traditional search for excellence, which presumably ought to inform what we do in our professional lives, is systematically failing across this university and cannot be allowed to continue to operate without bureaucratic correction. Distrusting the scholarly criteria that we are supposed to use in our teaching and research, the UTFA/Simcoe Hall document (which still has not been made public) proposes guidelines of a very peculiar sort. According to this agreement we should all be required to present conclusive proof — presumably to our impeccably qualified administrative superiors — that one candidate was better than another. The new policy obliges departments to hire a female candidate in every case, unless a male candidate can be proved "demonstrably better".

To supporters of this approach, I want to say the following: the proper response to such outrages as those cited by Chandler Davis and Edward Andrew is to strengthen our emphasis on stan-

dards and excellence rather than to weaken or qualify them. All of the bureaucratic mechanisms in the world will not protect us from inequity if our confidence in scholarly judgement is undermined or our ability to exercise it is impaired. Once we abandon our commitment to choose people solely on the basis of their scholarly performance and potential, we invite any number of abuses in the hiring process. Historically, people seeking employment have been disadvantaged precisely because factors utterly extraneous to their academic abilities were taken into account. Professionalism, to my mind, means the elimination of all such extraneous factors that we can identify, not the introduction of new ones. The latter approach only compounds the problem, building unfairness into the system.

To Professor Fitting and others who find it "embarrassing" that some dare to contest the principles formulated by UTFA/Simcoe Hall, I say as well: do not assume that you have a monopoly of concern for justice and equity. Remember that unfairness or favouritism is hateful in whatever guise it may appear, and that prejudice against any person, for whatever reason, is a grave offence against academic values, quite apart from its social implications. Candidates for positions come to us in all shapes and sizes, with many backgrounds, personal circumstances and beliefs. We owe to each of them the right to be treated equally throughout the entire hiring process. There are many of us who believe this and will continue to insist upon full equity, however embarrassing some colleagues may find it.

It is sometimes forgotten that there are groups in our society considerably less well "represented" among the faculty than are women. Should female applicants have an edge against candidates from these communities as well? My response is that no special pref-

erence should be accorded any group or individual. Successful candidates should know that they are simply the best we can hire — not the best of their gender, or the best of some category disadvantaged in the past, or the best of a group we want presently to advance.

Those who imply or even proclaim that the University of Toronto is currently soaked in misogynist prejudice would do us all a favour by identifying cases specifically, rather than smearing the entire institution and the scholars who labour conscientiously in it. I urge this especially upon the immediate past president of the faculty association, who offers no evidence whatever of unfair discrimination, but simply assumes that the faculty now practises it. He does his institution and his colleagues no service in this exercise. I urge those who share his view to ascertain the numbers of female applicants to positions, and then we might see, statistically, whether actual candidates are being discriminated against.

John Dove flirts with an odd idea — that in some cases we ought to hire persons who presumably will be proper "role models" for some students. My response to this proposition is that we have no business appointing professors on the basis of the social example they might set. Where would such a process start? And where would it stop? Thinking about chemistry, John Dove would presumably consider gender an appropriate criterion. But others might advocate any number of other qualities. Should race be a factor? And what about social class, religion or politics? Some might even want to venture into areas like personal demeanour. Would there be a Simcoe Hall Role Model Committee set up under the provost (after prior consultation with UTFA) to evaluate the kinds of examples our students need? If ever a proposition was "self-evidently invalid" for a self-respecting

university, I would say that this is it.

Chandler Davis refers kindly to my work on the history of discrimination, for which I am grateful to him. Peter Fitting also alludes to this, saying that he is angry that it does not lead me to support his point of view. But if such study teaches me anything of relevance to employment practices, it is that every person must be treated equally, with no special advantage to anyone on the basis of race, religion, political views, sexual preference, gender, or whatever. This is a simple injunction, and to me a resounding answer to the pretzel-style formula of UTFA/Simcoe Hall that a woman must invariably be chosen over a man, unless the man is "demonstrably better". Not one of the letters to the *Bulletin* convinces me that this formula is scrupulously fair to all candidates.

Finally, a word about debating style. I regret that several of the letters angrily impugn the good faith of Professors Crispo, Schiff and myself — in at least one case seeking to attribute our views to gender. Surely those who drafted the proposed agreement do not believe that their work was without blemish. After all, no academic institution anywhere that I know of has adopted the kind of employment procedure now proposed. From the beginning, my position has been that we can and must strive to be "gender-blind" on professional matters. I am pleased that at least some of my opponents agree. I am eager to join with anyone in drafting a policy on that basis, providing that consultation not be limited to a small circle of insiders. Let me also assure my opponents that I do not for a moment presume to doubt their good intentions, and I do not link their arguments to anything else than a quest for justice. I sincerely hope that, on reflection, they will reciprocate.

Michael R. Marrus  
Department of History

## Okay to change the language but not the sentiment

In a recent article criticizing the University's proposed new policy on gender and hiring, Professor Marrus concentrates his fire on the provision which requires (to simplify a little) that if the two leading contenders for an academic position are a man and a woman, the woman must be hired unless the man is "demonstrably better". It is the word "demonstrably" that causes him difficulty, since he discerns in it two possible meanings, both of which disquiet him.

If "demonstrably better" simply represents an increment of merit greater than that designated by "better", in other words, if "demonstrably better" is simply better than "better", the stated policy would cause the hiring of an inferior candidate in those cases where the man is merely "better" than the woman. On the other hand, if "demonstrably better" means what it appears to mean, namely, better in a manner that can be demonstrated, it is the question: What kind of demonstration will be deemed acceptable? That troubles Professor Marrus. He fears that a soulless and mechanical accounting of books, papers and citations will result, leaving no room for the consideration of those intangible factors which the experienced selector knows how to weigh but cannot always articulate.

But, Professor Marrus, there's the rub. Because there is considerable evidence to suggest that among the intangible factors which the experienced selector weighs but cannot articulate is a conviction that, other things being equal, women are worse. For instance, when these very same experienced selectors are sent identical curricula

vite in the name of Jane Doe and John Doe, they frequently judge John Doe to be better. To what extent these prejudices still operate in our faculty and to what extent their operation accounts for the fact that representation of women in our faculty is so tiny is an open question. But there is, at the very least, a *prima facie* case to be made that women may be discriminated against when faculty are selected. Were this so, it would not only be unfair, but would also militate against the very objective which Professor Marrus wishes to achieve: hiring the best. A system in which prejudice is endemic can be corrected only by aggressive steps to lay it bare and this is what the amendments to the appointments policy are attempting to do. They are attempting to say, "Be sure that your choices are dictated only by considerations of academic excellence and not by your gender prejudice, for which you may be held to account."

One can agree with Professor Marrus that the language chosen to express this intent is not felicitous. But, having conceded this, one may fairly ask Professor Marrus in return: Does he think there may be a problem of gender prejudice and if so, does he think an attempt should be made to remedy it?

If his answer to both questions is yes, he might properly be invited to apply his analytical gifts to improving the remedy that has been proposed. A positive response would remove any suspicion that his syntactical fastidiousness masks an underlying indifference to the problem.

Reynold Gold  
Department of Medical Genetics

From now on, the *Bulletin* will not print as letters to the editor letters to a third party, i.e., "open" letters. Letters may be edited for length or clarity.

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## Equal opportunity must be hiring ideal

Professors Marrus and Schiff, in their opposition to the employment equity guidelines developed by UTFA and the provost, both centre their arguments on the clause which requires that a candidate from an under-represented sex be recommended for a position unless a candidate from the other sex has demonstrably better qualifications. In particular, they

quarrel with the word "demonstrably". Both men feel that there are times when the relevant characteristics of candidates can't be objectively demonstrated, but are rather, in Professor Marrus's words, "matters that we sense" (*Bulletin*, Sept. 14). They are concerned that academic calibre will no longer be the only standard by which applicants are judged.

The obvious flaw in this argument is of course that academic calibre has not been in the past and is not now the only standard by which applicants are judged. The discrimination women have experienced in the past is witnessed by the fact that less than 20 percent of U of T's faculty are women; that the attitude which gives rise to this discrimination continues is demonstrated by an

appalling episode which occurred during this year's orientation, when a group of engineering students engaged in a simulation of sexual assault in front of Simcoe Hall.

Social psychologists have long acknowledged the truth of the proverb about birds of a feather. The human tendency to experience comfort with, feel affection for, and believe in the superior characteristics of people like ourselves is well documented. I suggest that the elusive qualities these male faculty members seek are the ease, affection and respect they naturally tend to feel with people similar to them. It is from just this sort of subtle judgement against a minority that the current guidelines are intended to protect us. Professor Marrus says, "Candidates should be judged solely and exclusively on the basis of their academic performance and potential" (original emphasis). Alas, it may be time to admit that scholars are subject to the same influences that sway other humans, and allow the notion of the purely rational academic to go the way of the notion of chivalry. However, I respect Professor Marrus's desire to have some ideal and immutable standard to guide us in such complex decisions. May I recommend equal opportunity?

## "Employment equity" could undermine excellence in hiring procedures

It is difficult to be certain about the present state of negotiations concerning the subject of a gender-related "employment equity" policy for the hiring of members of the teaching staff. While the *Bulletin* reported some months ago that agreement in principle had been reached, a recent UTFA Newsletter indicated that negotiations were about to take place. In any event, the subject is still open for discussion.

Employment equity is, obviously, fundamental. If there be any doubt that it prevails at the University of Toronto these doubts need to be dispelled. But it is difficult to see how the proposed policy recently described in the UTFA Newsletter will have this effect.

The Newsletter says that the policy is intended to eliminate "gender prejudice" and ensure "gender blindness", which would, of course, be the essence of fairness between the sexes. But the policy seems calculated, instead, to create gender bias or replace an existing bias, if such there be, with another.

The effect of the proposed policy, whether it be the object or not, would be to restructure the University's teaching staff more quickly than a policy of true "gender blindness" would do, possibly subordinating excellence as a guiding value. The key passage in this policy reads:

"If one sex is under-represented in the hiring department, and the qualifications of a candidate of the other sex are not demonstrably better than the qualifications of the best candidate of the other sex [I assume this should read 'under-represented sex'] the candidate of the under-represented sex shall be represented for the position."

Leaving aside questions as to what is meant by "under-represented", who is to decide what it means, and whether the condition prevails in a particular department, the requirement that a member of one sex be demonstrably better than the best member of the other sex is a requirement that reflects a bias.

Demonstrating, to someone who has

not been directly and immediately involved in a committee's proceedings, that one of two people, both of whom are extremely good or they would not be on the short list, is superior to the other is not often easy. The curriculum vitae does not necessarily reflect the superior quality of one person's work, the greater originality, the more fertile imagination, the more dynamic personality. Indeed, a committee may not even be unanimous on the question. Documentation cannot often give the complete picture. Anyone who has been involved in the selection process will know this.

Under present procedures one places one's faith in the committee, assuming it has taken account of these qualities in deciding that one candidate is better than the other. Assumptions of this nature are not, however, consonant with the need to demonstrate superiority.

If this be so, then it is possible that a less qualified candidate could be recommended because of the difficulty in demonstrating the other candidate's superiority. When taken with the bias to be exercised in favour of the "under-represented sex" in the rare case where candidates of different sexes are in all other respects indistinguishable, this seems rather a far cry from employment equity. Nor would it be a policy grounded primarily on the importance of excellence.

The people to whom this policy will apply will be, for the most part, the young men and women about to commence their careers. I believe they should have equal opportunity. I believe they should neither suffer nor benefit as a consequence of possible sins of the past. I suggest that the policy, if the object be as stated, requires further consideration.

A truly "gender-blind" policy would, in my view, not mention gender at all. It would simply assert that the candidate considered to be the better or best candidate, based on the criteria of scholarship, teaching ability and personal

qualities, should be recommended. This policy would also be blind to other bases of unfair discrimination as well. Admittedly it would assume the good faith of academic colleagues, but I am certainly prepared to do that. But if it be considered necessary to stress the importance of equality of the sexes, then the policy could include a clause saying "without discrimination because of sex". I have difficulty seeing how one could justify a clause limited to only the one ground of unfair prejudice, but those negotiating the policy presumably have their reasons.

Bruce Dunlop  
Faculty of Law

Kirsten Krismer  
Graduate Students' Union

## 1987 Alexander Lectures

Inga-Stina Ewbank Professor of English Literature,  
University of Leeds  
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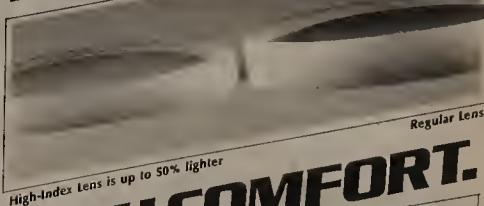
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WEDNESDAY, OCT. 21 Winter's Tales  
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## Quality should be single criterion of selection

I wish first to express my dismay at the accusatory and self-righteous tone of some of the letters that have been published here in response to the objections raised by Professors Marrus, Schiff, Crispo and others to the proposed new hiring policies. I submit that the issues we are struggling with are so difficult, especially when it comes to practical application, that no one has the right to proclaim a monopoly on moral wisdom and purity of soul in this context. I further suggest that it is best to assume that both sides are animated by a passion for justice, and that neither side can claim to sit with the angels. In any case, it is to colleagues whom I conceive to be thus animated and concerned that I address the following forebodings and objections.

The proposal to require that a "demonstration" be made, where a male is hired, showing that said male is superior to the best female candidate, is in my judgement unjust, or inequitarian in the proper moral sense of the term, and unprofessional, or demeaningly patronizing to women.

I believe that every reasonable effort should be made to prevent and rectify

discrimination against women in hiring or in any other aspect of the University's life. I therefore support "affirmative action" in its original meaning: the active encouragement, invitation, search for, and even recruitment of women applicants for positions. But I think the line must be drawn at so-called reverse discrimination, even of a subtle sort, in the judgement on or evaluation of the applicants in the pool.

Much more is at stake here than the immediate question of policy toward women. It is extremely short-sighted for the University to bow to pressure that would introduce subtle bureaucratic favouritisms of any sort: only the future will show how many times and in how many ways such pressure will be brought to bear from government, political parties and powerful interest groups of all sorts. My concern is not for abstract principle but for principle expressed in precedent, for the record of unbiased fairness that I think the University must make its own and must be prepared to defend long into the future as it runs the gauntlets that are sure to come.

Furthermore, the grotesque moral

and human consequences, in practice, of even well-intentioned favouritism are already foreshadowed in this proposal. A black male who struggled out of a Jamaican or Montreal ghetto, a paraplegic white male for whom scholarship and teaching is one of a very few career possibilities, a Native American or French Canadian male who might bring a breath of the "other" Canada into an all-Anglo department, would all be discriminated against in favour of an equally qualified wealthy white Anglo woman in excellent health. I am not trying to show that we should build some sort of Rube Goldberg system of weighted discriminations, of course: I am illustrating the practical absurdity of arguments for reverse discrimination for women or for any group. A strictly meritocratic hiring policy will produce steadily increasing numbers of outstanding women faculty, who come with no stigma attached and universally recognized as the top quality candidates — as has been the case in my department.

Moreover, the issue must be viewed in its true, grim context. Let's not fool ourselves. The likely course of the University of Toronto is decline, and what we face is the question of how to resist that likelihood. In the past decade high-quality young people have been driven, in droves, out of university careers: the job market has seen to that. But far worse, for us here in Canada and especially at U of T, is the long-range impact of the immigration requirements restricting hiring to Canadians. To think that we can remain a world-class university for very long in these circumstances is as preposterous as to suppose that Berkeley would remain so if it were forced to hire only Californians. Against this background, the proposed policy would introduce an additional distortion militating against selection by merit. This sort of proposal strongly enhances

the already deplorable U of T tradition (and, I am sorry to have to add, reputation) of bending merit standards for various well-intentioned notions of compassion, community, good war records, nationalism, hiring our own students, role-modelling, etc., etc.

The resulting threat to the morale, integrity and self-respect of female as well as male faculty becomes more acute when one thinks about how in practice this "demonstration" requirement could ever work. The formula is one that will lead to interference by bureaucrats largely unqualified to evaluate candidates, or criteria of quality, or even needs of the department in each case. An officially sanctioned drift away from merit as the single legitimate criterion of selection would open the gates to all sorts of invidious arguments and manoeuvring that would be demeaning to the women applicants as professionals and deleterious for the departments. Women are not, and should not be treated as, in need of institutional "protection" from the rigours of strictly unbiased and open intellectual competition; the days when supposedly "delicate" or "less vigorous" women faculty were viewed by students and colleagues as the objects of chivalrous male solicitude and special help ought to be over; women are, and must be treated as, fully capable of winning in free and fair intellectual competition with the most excellent men in any field of this university. Any woman who teaches here should be able to hold her head high before scholars throughout the world in the knowledge that she is, and is known to be, on the faculty at this university because she was the best candidate and won her position without "special help".

Thomas L. Pangle  
Department of Political Science

## Male search committees need to be made gender-conscious

Your September 14 Forum is well-intentioned but naive. Professor Marrus would have search committees be "gender-blind", i.e., disregard gender and "simply" hire the best candidate. Would it were so simple! He points out, and I agree, that the "best" candidate is often selected on grounds of such hard-to-measure elements as quality of mind, intellectual curiosity, lecturing ability, creativity and prospects of future growth. Fortunately for the human species but unfortunately for search committees, men and women more often than not appreciate somewhat different qualities of mind. Intellectual curiosity is expressed differently in men and women. Men and women have different lecturing styles; women's preferred style (more back and forth discussion, fewer jokes, less dogmatism) may not appeal to men. Women's creativity, traditionally, is expressed in the enhancement and nurturing of their students' and colleagues' creative efforts, sometimes at the expense of their own. Men make

sure that attribution and recognition go to them. The prediction of future growth is fraught with difficulties. I would guess that it is correct 50 percent of the time. One tends to see future prospects in those with whom one identifies, i.e., in whose career path one recognizes one's past self. Men would naturally see these prospects more readily in men, especially since women, by virtue of childbearing, promise an interrupted, perhaps less straightforward climb to the top.

As long as search committees are composed mainly of men, some provision for keeping gender consciously in mind will need to be made. I personally think the wording of the present policy is fine. With time, in a progressively just academic world, when search committees and promotions committees include equal numbers of women and men, then, but not until then, we can afford to be gender-blind.

Mary V. Seeman  
Department of Psychiatry

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## Exchange with Hebrew U

An agreement providing for an exchange of faculty and students and joint research projects, conferences, workshops and publications between the Hebrew University of Jerusalem and the University of Toronto was signed on Sept. 28 by Amnon Pazy, left, president of the Hebrew University, and George Connell, president of

U of T. Behind Connell is Woods-worth College principal Arthur Kruger, who will coordinate the program. At right are Dr. Ralph Halbert and his wife, Roz, who have pledged up to \$500,000 for the Ralph and Roz Halbert endowment for academic exchange at the University of Toronto.



## Reverse discrimination turns employment of academics into a sheltered workshop

Of the various arguments mustered against the positions of Professors Marrus, Schiff and Crispo, I was most impressed by that of my colleague and friend Ed Andrew, who knows better than to see University issues in the terms in which most people see them. He suggested that a hiring policy of reverse discrimination in favour of women would be salutary for those determined to maintain male predominance in the University, as it would compel them to exercise greater ingenuity to that end. Those who are so

determined may well find this argument persuasive. I, however, who oppose male dominance, therefore also oppose reverse discrimination in favour of women.

This is not an issue over which I have reason to wring my hands. In the dozen years that I have taught here, I doubt that anyone in my department has done more than I have to encourage qualified women to go on to graduate school in political science. I have long been convinced that if women were under-represented in the political science profession it was not because female job applicants were, generally speaking, inferior to males nor again because they were discriminated against, but merely because female applicants were far less numerous than male ones. I have therefore made a point of encouraging promising women to think both that they could succeed in graduate studies and that they could count on being fairly treated if they did. The political science profession has a duty both to women and itself to make every effort to educate female professionals capable of standing on their own two feet; whatever may have been true in the past, I have no reason to believe that it is presently shirking this duty. None of the women whom I have encouraged to go

on to graduate school has complained of unfair treatment there; some believe that they have received more attention than had they been men. Where I have been right about the promise of these women, they will require no preferential treatment in order to succeed in the profession. Where I have been wrong, they should receive none, for it is the function of the university, above all other institutions in liberal society, to respect distinctions of merit, not to fudge them.

It is typical of colleagues who favour the proposed scheme to argue that precisely by applying the extrinsic criterion of gender rather than the intrinsic one of merit we will achieve a faculty of greater merit. If you can believe that, then perhaps you can also believe that this is a better University because it is restricted to hiring Canadians. In fact not only do we thus diminish our applicant pool by 90 percent, but we drive many of the best Canadians to prefer employment in the States, because the universities are better there. So too will many women shy away from a situation where they must fear the perception that they would not have been hired had they not been women. There is no way in which we are going to raise our (already shaky) standards by lowering them, by prefer-

ring the (first or third or fifth) runner-up in a job competition wherever one cannot persuade a necessarily unqualified bureaucrat of the "demonstrable superiority" of a department's first choice. Women who need this crutch do not belong at an allegedly good university, and to extend it is to demean those who do. It is to perpetuate, wholly gratuitously, the stigma of second-class citizenship by treating academic employment, for women only, as some kind of sheltered workshop.

So Professor Andrew need not fear for the ingenuity of the forces favouring male predominance. It has been amply demonstrated in the design of the proposed policy.

Clifford Orwin  
Department of Political Science

### Notice

The opinions expressed in the letters published in the *Bulletin* regarding the organizing campaign currently being conducted by a trade union are those of the individual signatories and are not those of the *Bulletin* or of the University or its management unless specifically indicated. The *Labour Relations Act* of Ontario provides that every person is free to join a trade union of one's choice and to participate in its lawful activities.

## UTSA campaign is divisive and dangerous

We write (in the midst of strikes by the elementary school teachers, the Post Office, York administration and NFL players) concerning the outcry from UTSA regarding what it feels to be an unfair "ban" on use of campus mail.

Whether he will agree or not, David Askew has had a considerable advantage in promoting CUPE over those of us who feel we have more to lose than to gain by aligning ourselves with that union. Initially some of us were told to keep quiet in the event that we were perceived to be "management". Later, we were told we could express our views but were denied the right to purchase labels or to use the campus mail system because it would be perceived by many as support from the administration for those who are opposed to certification. After many discussions and several weeks, the letter which we had written in early May was finally approved for publication in the June 15 *Bulletin*. Unfortunately, the Letters page of that newspaper is our only forum. For four months of the certification drive, UTSA had the use of address labels and the University-funded campus mail system.

The Labour Relations Act is very clear on what the University administration can do. Had those of us who are "anti-CUPE" been granted permission to use labels and campus mail to promote our views, UTSA most certainly (and rightly) would have objected to the "support" of our cause. We, naturally, were most discouraged that UTSA already had addresses of all staff, and, as a recognized part of the University, was entitled to use the campus mail system. The University has now evened the score as best it can. David Askew, however, still has the advantage in that he knows who is on staff and where to reach us.

Our problems with the "Stronger

Together" campaign of UTSA are many. We can all concede at least one percent of our pay to CUPE should we certify, and perhaps in future, two or three percent. The power of a union over UTSA as it has existed lies solely in its ability to call a strike, and while we recognize that a strike will not necessarily occur, sooner or later our bluff may be called. Otherwise there is no power. Who will benefit?

The University will save money from our lost salaries. The students will suffer. We will lose pay and for every week we are on strike, we need to gain at least two percent plus interest in order to break even. That means that if the University offered a five percent economic increase and we went on strike for five days, we would still be behind in settling for eight percent after paying our dues.

Another consideration is that certification means the end of merit pay. Many of us pride ourselves on the quality of our work. We deserve merit pay. Reward for extra effort would forever be gone, as all employees in a union must be treated equally, regardless of performance.

Again, it is the students who will suffer in the long run, as many of the University's more dedicated employees will lose interest when no recognition for good performance is forthcoming and seniority outweighs a job well done.

Unlike private industry (or even government, which can raise taxes to cover increased costs), the University is on a fixed income. Unfortunately, the pot is only so big. Without certification we have achieved a good benefits package and are paid better than our colleagues elsewhere. (CUPE, according to the latest newsletter, has locals at "nearly 30" Canadian universities. How does their pay compare with ours?) Can any of us say in honesty that we have not been treated well by the University?

Sure, we would like more pay, but who wouldn't?

While we recognize that there are areas of the University which have poor, and even hazardous, working conditions, if UTSA had spent half of the time and energy it has devoted to the certification drive on negotiating for better conditions, it probably would have accomplished a great deal more.

It has been pointed out to us by David Askew that the administrative staff should not be divided. The certification drive has created a rift which will never disappear and will only worsen with certification. Letters to the *Bulletin* from union executives do not impress us. Why have none of the "ordinary" union members spoken up?

Five months into the drive less than one-third of the staff has signed union cards. Most of the rest of us care about our jobs and enjoy our current relationship with our employer. Things might be a lot worse with CUPE instead of UTSA, and they certainly won't be any better.

Wendy Loat  
Betty Isbister  
Laura Kerr  
Rosemary Hogue  
Anna Hill  
Olga Kindiakoff  
Grace Ramirez  
Elizabeth Storey  
Rosita Woo  
Maybelle Appoo  
Merike Remmel  
Immo Weinrich  
Anita Chiu  
Joan Scotchmer  
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Marjorie Cranford  
Judy Finlay  
Diane McCartney  
Liz Dunlop

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### Thomas R. Berger

Professor of Law, UBC  
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**Attractive fully furnished house** available late December to late August. Three-storey, five bedrooms, close to University & TTC, across from large park. \$1,850 monthly plus utilities. 534-5866 or 978-6926 (Roman).

**Cabbagetown** - Stunning, renovated, fully or partly furnished 2-bedroom, like a townhouse, designer decorated, fireplace, large deck, yard, parking, laundry, dishwasher, cleaning included, January 1, terms negotiable, references, for appt., 469-3705.

**Annex** - 3 huge, renovated, bright, 2- & 3-bedroom turn-of-the-century apartments: new kitchens & washrooms, fireplaces, ceiling fans, sunrooms/decks, intercom system, laundry facilities, 5 minutes to U of T, Yorkville. Available Nov. 1, 1987. 323-0040/480-2446, references.

**Prince Arthur-Huron** - Available immediately, large 1-bedroom in new luxury condo, 5 appliances, 7th floor south. \$1,300 inclusive, with parking, \$1,250 without. Prefer faculty or mature graduate student. Long lease available. Leave message 923-4183 (owner).

**Bloor/St. George-95 Prince Arthur.** New, large, luxury, 1-bedroom & sun-den condo, southern exposure, excellent view, all amenities, indoor parking, 24-hr. security, 5 appliances, blinds, carpeting, references. \$1,300 787-8710 after 8:30 p.m.

**Apartment for rent:** Bright one-bedroom basement apartment, centrally located, near TTC. Suit quiet single, non-smoker. No pets. Available November 1. \$600/month, includes utilities. Telephone 651-0785 between 11 a.m. and 8 p.m.

**135 George Street South on Front,** 1300 sq. ft. executive suite for rent, 2 bedrooms, 2 baths, solarium, 5 appliances, indoor parking, gym, pool, squash court, party room, etc. \$1,700 per month, call Anna 225-9978.

**Bayview Village** - 3 + 1 bedrooms, 3 bathrooms, air conditioning, alarm, on quiet street. Close to schools & shopping. Tasteful decor, January occupancy for 18 months. \$2,000/month plus utilities. 222-0790.

**Bloor - Royal York.** Detached 2-storey home, excellent location and neighbourhood. Large eat-in kitchen, 6 appliances, 3 bedrooms, 2 bathrooms, private drive, garage, sundeck, huge backyard. Walk to subway, health club, shopping. \$1,375+, available Nov. 1. 532-8644.

**Bayview/Eglinton/ Mt. Pleasant** area. For rent: 2-bedroom apartment, fully furnished, parking, garden, utilities included, \$965 per month. Immediate occupancy. Non-smokers only. Telephone 483-1736.

**Bloor - Jane.** Adults - furnished duplex, 3 large bedrooms, overlooking Humber River - balcony, fireplace and garage parking. References. \$1,200. 763-3074 or 767-2002. Occupancy Nov. 1/87.

**For a clean, non-smoking male** instructor - a furnished basement room with private bath and entrance. In a quiet home, TTC at door. \$435/month. Call after 7 p.m. 699-3789.

**Annex-Markham St. 2nd/3rd floors** of charming Victorian house. Private entry. 3 spacious bedrooms. Separate living/dining. New bath/kitchen, appliances. Prof. couple or 3 individuals. \$1,600 inclusive. November. References, non-smokers. 924-7296.

### Accommodation Rentals Required

**Going away this winter?** Responsible, very clean female, works full-time, wishes to house sit downtown home for extended period. Will look after pets, plants, bills, etc. References available. Call Lynn days 860-1729.

**Responsible non-smoking tenant** seeks Toronto home for 1 year starting November 1. One bedroom or more, furnished or not. Research associate, Department of Medicine. References available. Call collect. Dr. Shykoff, days (716) 831-2225, evenings (716) 834-4150, Buffalo.

### Accommodation Shared/Exchanges

**Now available** - Room in house with young couple. One person to share kitchen, living-room, bathroom and laundry facilities. Wood-bone north of Danforth. \$325 + utilities. 467-8056 after 5:00 p.m.

### Houses/properties For Sale or Wanted

**Mississauga West \$199,000.** New two-storey, 4 bedroom house, 2 1/2 baths, main floor family room with fireplace, main floor laundry room, large kitchen with walkout to deck, double garage. 279-4071.

### Accommodation Overseas

**Sabbatical in Avignon.** Ancient restored farmhouse, secluded but not isolated, fabulous views. 4 bedrooms, 2 bathrooms (one ensuite); 2 studies, double living-room, fully furnished & equipped (colour t.v., stereo, 5 bicycles, moblie, etc.). 750 metres on country lane from exceptional village schoolhouse. \$895 per month, available August 20, 1988 - June 20, 1989. Photos, details, call Professor L. Waverman at 978-8637 or 928-0122.

**Guadarrama (Madrid) Spain,** 2 bedroom apartment, beautiful surroundings, fireplace, large terrace, fully equipped, 40 minutes to downtown by bus/car. Available October 1987. \$450 per month + utilities. Call 423-5259.

### Vacation/Leisure

**Backpack Canada & United States.** Adventurous backpacking treks in the magnificent Canadian Rockies, the Grand Canyon in Arizona, the lower Appalachians during the autumn colour season, the Florida Trail, hut hopping in the White Mountains of New Hampshire, the Andes Mountains of Peru (two separate trips - backpacking and guided tour), the North Cascades in Washington State and other exciting treks. For those who feel a full backpacking trip would be too difficult for them, we have some trips where we hike out daily from a base camp in scenic back-country areas. No experience necessary. Trips are 7 to 10 days' duration (Peru is 17 days). Request brochure. WILLAR'S ADVENTURE CLUB, Box 10, Barrie, Ontario, Canada L4M 4S9. (705) 737-1881 daytime, (705) 728-4787 evenings.

**Fully furnished Florida house** for rent. 3 bedrooms, 2 baths, convenient to Disney World. January to April. Rent \$600 (U.S.)/month + utilities and phone. Phone (305) 645-5349.

### Secretarial

**Typing of books, theses, articles** by university graduate. Six years' experience typing lengthy university documents in most disciplines. Excellent work; brief turnaround. 18M Correcting Electric III. \$1.50 each double-spaced text page. Pamele, 925-4967. St. George.

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### Miscellaneous

**Your Own Credit Union.** If you are employed by the U of T you can join the Universities and Colleges Credit Union (Unicof). For further information call 978-5505 and ask for the member services department.

**Passport Photos:** We moved! Now at TGH in rm. CCRW3-802 (3rd floor College St. entrance). Still \$6.50 (incl. tax) for 2 B&W Polaroid (Cash or Internal Billing only). 595-4084. **Wednesday 11-1** - no appointment necessary.

**ACCENT NEED ADJUSTMENT?** Workshops forming with "accent" on production and formation of the English sound system, English pronunciation and intonation patterns. Now in its third year. Over 200 satisfied graduates attest to its value. Groups of 6-8 participants. Personalized attention. Christine Gandy, B.A., Reg. OSLA Language/ Speech Pathologist. 767-6691.

**SINGLES GROUP.** High Society is a singles group whose purpose is to provide a social environment for college and university-educated men and women. Functions are held bi-monthly. For membership information call High Society - 783-8520.

**Collegial romance** sought by woman academic. Divorced. Late thirties. Attractive, outgoing Childless, but welcomes children P.D. Box 346, Campbellville P.O., Campbellville, Ont. L0P 1B0.

**Evening and weekend tour guides** needed. The Art Gallery of Ontario's volunteer docent program seeks applications from people with a knowledge of art history, some thirty hours a month to learn about the collection, prepare tours, and give Gallery Talks to adult visitors. Training takes place among peers and Gallery staff. Application deadline is November 13. Call 979-6601.

**WORDPROCESSING!** Do-it-yourself or we do it. **TEDDY8EAR COMPUTER TIME RENTAL.** Best laser printer. Complicated formatting. Three hours free time to new users after six. 20 Spadina Rd. at Bloor. 921-3830.

**Editing & typing services** available for books, theses and articles. Reasonable rates. Call Judy at 921-9944.

**The Department of Religious Studies** announces a colloquium on - The Founding of the University of Berlin and the Scientific Study of Religion - Saturday, October 24, Carboneau Lounge, Emsley Hall, 81 St. Mary St., St. Michael's College. 9:30 a.m.-10:45 a.m., The Idealistic Concept of the University: Schelling, Fichte, and Schleiermacher, Edwina Lawler, Drew University. 11:00 a.m.-12:15 p.m., The Modern Significance of von Humboldt's Idea of the University: Carl Estabrook, University of Illinois. 2:00 p.m.-3:15 p.m., Friedrich Schleiermacher on the Scientific Study of Religion: Terence Tice, University of Michigan. 3:30 p.m.-4:45 p.m., The Study of World Religions within the Curriculum of the University of Berlin: Joseph Pickle, Colorado College. 7:30 p.m.-8:45 p.m., What Hath Vienna To Do With Jerusalem? Musical Experience and Religious Experience: Albert Blackwell, Furman University. 9:00 p.m.-11:00 p.m., Concert: Lieder and German Folk Songs of the Late 18th/Early 19th Centuries Arranged by Beethoven, Haydn and Mozart: Ramon Kyser, baritone, Furman University.

**Dr. Lois Wilson, O.C.,** President World Council of Churches addresses the question "What is Development? What can I do?" on Sunday, October 25th at 2:00 p.m. at the Newman Centre, 89 St. George St. (corner St. George and Hosking). All welcome. Admission free. Sponsored by the Newman Centre Development and Peace Group.



## Gallery Club

### FALL HARVEST DINNER MENU

October 14 - 30 Monday - Friday 5:30 - 7:30 p.m.

#### FIRST COURSE

Smoked Manitoba Goose Breast Waldorf

or

Grand Bank Lobster Vol-au-Vent

or

Cold Slice of Beef Wellington

#### SECOND COURSE

Canadian Cheddar Cheese and Broccoli Chowder

or

Wild Lettuce

(Autumn Leaves with Hot Vinaigrette Dressing)

#### THIRD COURSE

Atlantic Striped Bass with Tomatoes and Herbs  
(Filet of Striped Bass Pocket Filled with Tomatoes, Onions, Green Pepper, Parsley and Garlic, Pan-Fried in Tarragon Butter)

\$17.50

Mignon of Pork with Wild Mushrooms  
and Medley of Fine Vegetables

\$16.50

Breast of Pheasant Grand Veneur  
(Roasted and Finished with Game Sauce, Flavoured with Fine Herbs, Peppercorns, Red Currant Jelly and Cream)

\$18.95

Rack of Lamb Persille  
(Broiled Rack of Lamb anointed with Fine Herbs, Mustard and Garlic, Encased to a Golden Brown, served with Wild Mushrooms and Artichoke Hearts, Diced Tomatoes, Shallots, Salspicon of Ham and Parisienne Potatoes)

\$18.50

Roast Young Turkey with Savoury Stuffing, Glazed Chestnuts and Cranberries

\$15.75

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A Fine Selection of Desserts is Available from our Dessert Tray

Reservations 978-2445

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The Innuitt Gallery  
of Eskimo Art  
9 Prince Arthur Ave.  
Toronto, Canada M5R 1B2  
Phone (416) 921-9985

